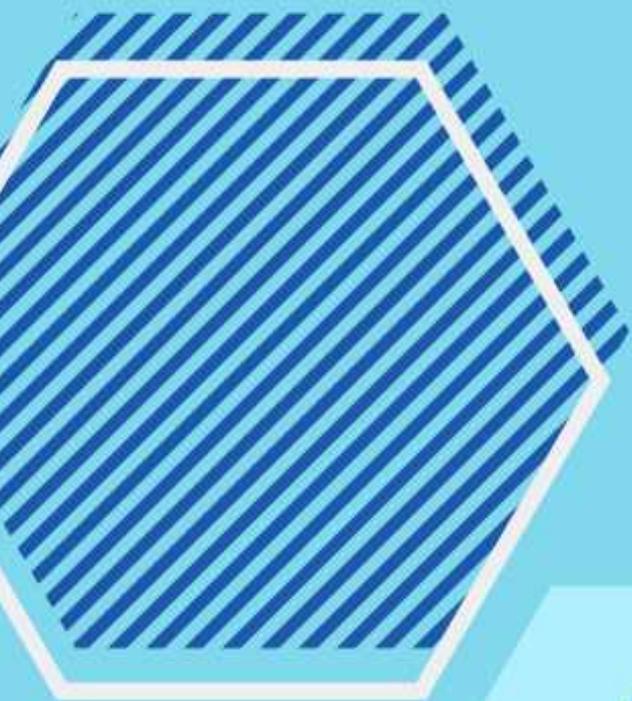
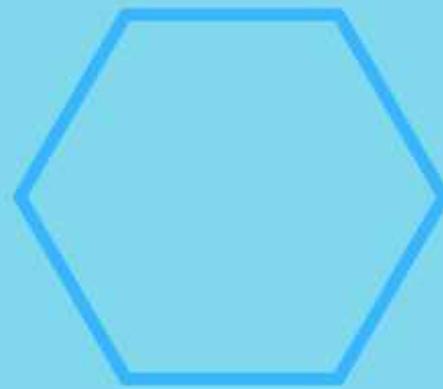


# CAREERS GUIDE 2019

## AULSS



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The AULSS would like to acknowledge that the land of the University of Adelaide and the Adelaide Law School is the traditional lands for the Kurna people and that we respect their spiritual relationship with their Country. We also acknowledge the Kurna people as the traditional custodians of the Adelaide region and that their cultural and heritage beliefs are still as important to the living Kurna people today.

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## Dean's Message

*Professor Melissa De Zwart*



It gives me great pleasure to welcome you to this Careers Guide. The range of career possibilities open to you is diverse and, potentially, confusing. Many of the career paths that students of today will follow did not exist even a few years ago. And in the midst of the endless array of career possibilities, it is quite common for students not to have a clear idea of the direction they would like to take on the completion of their studies. This is one of the reasons why this Careers Guide is so very valuable. I encourage you to open yourself to the full range of possibilities it presents.

In its long history, Adelaide Law School has established a fine tradition of excellence in its graduates. For inspiring careers in the law, we only need to look at the outstanding contributions our former students have made, and continue to make, to their local, national and international communities. The Law School has produced many noteworthy individuals including numerous judges and legal practitioners in South Australia and elsewhere; Federal and State politicians; academics with respected international reputations; and many others who are leaders in both the legal profession and the wider community.

The Adelaide Law School aspires to produce graduates who have a dedication to excellence in the learning and practice of law, a deep understanding of the importance of ethics and professionalism, a commitment to the rule of law as the foundation of a just society and an awareness of the international context of the practice and profession. As part of the undergraduate law program students do not simply 'learn the law' as if it were a fixed body of knowledge to be absorbed. Rather they seek to gain a deep understanding of the fundamental principles of the law and begin to develop and to practice the skills - thinking, critical analysis, research, writing, mooting, and more - which will provide the foundation for the life-long learning that a career in law entails. I encourage you to think about the full array of talents and skills you have developed during your time at the Law School. These are qualities that will be needed for success, whichever career pathway you may choose.

Whilst many students will follow the traditional path of admission to legal practice as barristers and solicitors, others will choose to work in business, government, not-for-profit or other non-government organisations. The range of career possibilities is really only limited by your imagination and courage. This Careers Guide provides a wealth of information regarding a diversity of options. I congratulate the Law Students' Society for the very professional approach taken in the preparation of this Careers Guide.

## Director's Message

*Behshid Golshani*



It is with great pleasure that I welcome you to the 2019 AULSS Careers Guide!

No matter if you are a first-year student or final year student, thinking and planning for your future career can be daunting, overwhelming and every shade of unpleasant. However, rest assured that you are not alone, in addition to the hugely supportive group of teachers, students and professionals, you also have the Career Guide! Since its inception, the Careers Guide has sought to provide a valued resource to all students with the aim of informing them of their options and guiding them with their decisions.

The dynamic, competitive nature of the job market may be viewed as challenging at first, however, it similarly provides students with a vast array of opportunities both inside and outside the legal profession. Throughout the Careers Guide we layout these options in depth, allowing you to align your interests with your future career.

Further, the Careers Guide provides you with the tips, tricks and advice on attaining clerkships, graduate positions and the qualification as a lawyer, from people who have been where you are and have experience.

Lastly, this Careers Guide would not have been possible if it were not for the extraordinary efforts of the Careers and Sponsorship Representatives, as well as the generous contributions from both our sponsors and the contributors.



# THE AULSS GUIDE TO KICKSTARTING YOUR CAREER

## Finding Opportunities

Law students choose a range of fields, career paths and interest areas. However, one process is largely constant – the dreaded job application process. From your first casual role to your Graduate Job and beyond, you will have to go through endless hours of researching, drafting and submitting. If you intend to engage in this process at any stage, the following tips will help you target your efforts and minimise the application stress.

It can be difficult to understand the range of career options that are available, let alone getting a sense of what opportunities may interest you. While it is by no means expected that you will be certain of your long-term goals at university, developing a sense of the career paths you find attractive would allow you to know what work experiences, extra-curricular and jobs you should look into.

## What opportunities would suit me?

### Consider what you have liked in the past.

What have been your favourite subjects? What sort of things do you like to do in your spare time? What sort of work or extracurriculars have you liked previously, and why? The type of skills you like, or field which you are interested in can be an indicator of what sort of job you may look into in the future.

### Talk to people.

Want to know what financial advisory services are like? Try to find someone who is or has worked in the area, and set up a time to talk with them about their experiences. If you do not know someone in the area, consider the testimonials in the Careers Guides or speakers at our Next Steps Seminar Series.

### Get some work experience.

Think you are interested in criminal law, but not entirely sure? See if you can get a few weeks of work experience in a criminal law firm. There is no better way to see if you would like something than actually getting involved. You would be surprised at how many places are happy to take on an interested work experience student if you ask nicely.



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[careers.kwm.com/en/graduates-australia](https://careers.kwm.com/en/graduates-australia)

## How Can I Find Opportunities?

Once you have an idea of the areas you may be interested in, the question becomes how to find opportunities that suit you. There are many ways to go about this:

**Discuss potential opportunities with people who work in areas you might be interested in.**

If you do not know anyone in the field, you can always try to reach out to people you do not know. While “cold calling” is intimidating, most people will be very willing to help out interested students.

**Build skills and work experience relevant to your area of interest.**

A number of firms will be happy for interested students to spend a few weeks gaining work experience if they are interested. If that is unavailable, keep an eye on volunteer positions which may overlap with your area of interest.

**Keep an eye on job sites to see if there are any positions in the field that you may be able to apply for.**

There are a number of different job listing websites. You may wish to consider visiting the following if you are currently searching for jobs:

- **Indeed** <<https://au.indeed.com/>>
- **Seek** <<https://www.seek.com.au/>>
- **Careerone** <<https://www.careerone.com.au/jobs>>
- **Australian Government Jobs** <<https://jobsearch.gov.au/job/search>>
- **I Work for SA** <<https://iworkfor.sa.gov.au/>>
- **EthicalJobs.com.au** <<http://www.ethicaljobs.com.au/>>

Additionally, the AULSS regularly posts and maintains a list of available job, internship and clerkship opportunities on the Current Job Opportunities Board on our website. For more information, visit our website at: <<https://www.aulss.org/careers/current-job-opportunities/>>.

# CAREER SERVICES

Kick-start your career by knowing where to find the information you need to stand out and get ahead. Career Services at the University of Adelaide have a range of resources and support services available to assist students at any year level or degree, even up to 12-months post graduation.

## TOP TIPS FOR LAW STUDENTS

**Network and build connections:** Get out there and network, meet new people, attend professional events, find a mentor and start working on your connections. LinkedIn is a great place to start.

**Diversify your experience:** Try new things, find exciting and interesting projects to work on, support causes you are passionate about and build a diverse portfolio of experience.

**Get involved:** Join a student society, club or team to build communication, leadership, negotiation and more in a social setting. Volunteer on and off campus. Attend events and take every opportunity to learn from others.

**Go easy on yourself:** Give yourself a break when you are feeling stressed, unsure, or needing some time out. Planning for your career or life after uni can be tough so make use of the services around campus and online when you need a hand.

**Stay updated:** Make use and stay updated on CareerHub for all careers information, events, workshops, opportunities, resources and more.

## Mastering the Application Process

Are you looking for a job, but do not know where to start with job applications? The application process can be stressful, particularly given how competitive the job market is. We have put together some tips and tricks to help make this process easier.

### PARALEGAL POSITION

The AULSS Law Firm is a small law firm, which has been established for 150 years, specialising in Corporate, Insolvency and Personal Injury Law. Our firm prides itself on its reputation, expertise and consistent focus on our clients. An exciting opportunity has arisen for a driven, motivated paralegal in our Corporate team. We are looking for a casual employee to work three days a week (Tuesday – Thursday preferred):

Key responsibilities include:

- preparing correspondence;
- drafting legal documents;
- legal research;
- preparation of briefs;
- file maintenance; and
- other administrative ad-hoc duties as required.

To be successful in this position you must:

- be proficient in Microsoft Word;
- have previous experience in legal administration;
- have good time management and multitasking skills;
- have good communication skills; and
- demonstrate a high level of attention to detail.

The role would be suitable for a near graduate who is completing their law degree. Bilingual applicants, particularly those who speak Mandarin or Cantonese, will be preferred. If this sounds like an opportunity for you, please send your confidential application and CV by email to [vp.cs@aulsslawfirm.com.au](mailto:vp.cs@aulsslawfirm.com.au) by Friday 16 March.

## Starting The Application.

It can be difficult to understand the range of career options that are available, let alone get a sense of what opportunities may interest you. While it is by no means expected that you will be certain of your long-term career goals at university, developing an idea of the kind of career paths you find interesting will allow you to know what elective subjects, jobs, extra-curricular activities or other opportunities you should look into.

#### Do Your Research.

Do your research: In particular, know what the firm does, what it values, and what it looks for in employees. This will help you understand if you want to do the job, and tailor your application to the firm. This information can often be found on the website of the firm.

#### Job Requirements.

Consider what the job requires: What sorts of skills are they looking for? What previous experiences do you have that would be relevant to the job? This allows you to understand if you are interested in the job, and tailor the experiences and skills you can use to write your CV and cover letter.

#### Know what You Are Looking For.

Understand the job specifications and if you have the capacity to satisfy them. You may be able to negotiate the days required by a day or so, but if you only have one day spare for a full time position it may be worth calling the employer to see if they are willing to accommodate you.

#### Consider The Application Criteria?

Be aware of the applicant criteria. It is important to respect what firms put down as criteria for their applicants, and that wildly deviating from the listed criteria will be a waste of your time and theirs. However, also be aware that it is important not to be deterred from a great opportunity because you do not exactly match the criteria. While this is a tough line to draw, a good rule of thumb is that slight variations are fine (eg. a Law/Finance student applying for a general position which lists Law/Commerce, a second year student applying for a position for student “halfway through their law degree”).

However, if the requirement is listed as essential or you simply do not fit within in (eg. where the advertisement lists a specific year level, or specialised knowledge) it may be worth calling to ask if you are eligible.

#### Keep Organised

Be organised: Keep the due date in mind and, if possible, start drafting early. This gives you plenty of time to hand in the best application possible, with enough time to proof-read a second time to weed out those embarrassing typos. Also pay close attention to what exactly is required in the application as some may require additional information, such as an academic transcript or writing sample.

## Writing a CV

A CV, or curriculum vitae, is a document summarising your experiences, skills and education that might contribute to your ability to complete a job you are applying for. A CV will be required for most if not all job applications. The purpose of a CV is to demonstrate if you have the skills necessary to be considered further for the position and to give the employer an idea of your experience and interest.

A CV is often broken up into discrete sections. Some titles include:

- Education
- Academic Achievements
- Work and Other Experience
- Volunteering/Social Justice
- Extra-curricular Accomplishments

Your CV should be clear, easy to follow and prioritise your most relevant experience. Typically, information is presented in reverse chronological order with key sections, such as education and work experience,

presented on the first page. The University of Adelaide Careers Service has a wide variety of services and resources available for students throughout the job recruitment process. For more information, visit their website at: <https://www.adelaide.edu.au/student/careers/>.

Some other tips to consider include: Most CVs are typically between 2-3 pages, so brevity is key. If a length or format is stipulated, comply with it.

Use one plain font and be consistent in formatting.

Make sure your CV is current and update it often.

Editing is crucial! Be sure to spell-check and proofread your CV – if possible, get someone else to look over it to confirm there are no mistakes.

## Writing A Cover Letter

A cover letter is a one page document which aims to highlight why you are qualified for, interested in and suitable for the position to which you are applying. A cover letter generally contains the following...

An introduction, including an outline of your background and studies;

A description of what you are interested in and what you are looking for in a career;

An explanation of why this particular job would be ideal for you;

An outline of what skills you can bring to the company and why you are suited for the position;

A conclusion; and

Your contact information.

Cover letters generally should not be longer than a page. To get started on writing your cover letter, consider the requirements in the job advertisement in depth.

Researching the workplace will also be very helpful - most will have "About Us" or "Careers" pages on their website which outline what their culture is like, and what they look for in candidates. These are also a good indicator of what aspects/skills you should highlight

## The Interview

Job interviews are a way for you to learn more about what the position involves and for the company to get to know you. While interviews can be daunting, it is an excellent opportunity for you to present your skills, attitude and goals in their best light. Remember, if you have made it past the application phase you more than likely have all of the relevant qualifications for the position – now, it is just up to you to make a good impression!

Preparation for interviews will generally involve an understanding of the firm, position and what you can offer. Have a more detailed look at the firm's website or other resources. What does the firm value in an employee? What are the core projects of the team you are looking to join? What are some interesting developments occurring in the firm? An understanding of the general culture and priorities of the firm will give you an indication of the qualities they look for in employees.

Self-reflection is also very important for interviews. Review your application, resume and cover letter. Have an understanding of your relevant work experience, skills and education, and be able to speak to your experiences and what you gained from them. Firms are often interested in your long-term plan and what you would like from your careers, and how the role you are interviewing for fits into that.

In terms of preparing for specific questions, you may like to brainstorm potential interview questions and think about your response. Practising your responses out loud is also very helpful. Aim to keep responses relatively succinct, and try to illustrate responses with an example from your previous experiences where possible.

**If you would like to have some interview practice, some good questions and areas to prepare for include:**

- Could you please tell us a bit about yourself?
- What do you do outside of the law?
- Why do you want to be a lawyer?
- Why this firm?
- What is your greatest weakness?
- What is the greatest misconception that people have about you?
- What is a current issue affecting lawyers and law firms?
- Describe a workplace disappointment.
- Provide an example of conflict resolution.
- Provide an example of working in a team.

## Other tips to keep in mind when interviewing are:

- Be punctual. It is very important not to be late to an interview – generally, aim to arrive around 10 minutes beforehand.
- Dress professionally. Unless you are aware that the firm you are applying for has a particularly casual style of dress, you should wear business attire.
- Prepare and think of some questions to ask the interviewers at the end of your interview that demonstrate your priorities and interest. Asking about the direction of the firm, educational opportunities and characteristics of an ideal candidate are a good place to start.
- Try to find out who will be interviewing you, and consider their careers and position.
- Try to be calm, be yourself, and do not be afraid to show your personality!



We offer Summer Clerkships, ongoing Law Clerk positions and PLT placements. Our clerkship and PLT placement programs enable our clerks to experience the broadest range of practice areas, with rotations through property, corporate & commercial transactions, and our various dispute resolution teams.

### Summer Clerkships

Cowell Clarke participates in the South Australian Law Students' Council Uniform Clerkship scheme. Penultimate and final year law students are encouraged to apply:

Applications Open: 9am, Monday 8 July 2019

Applications Close: 5pm, Friday 26 July 2019

Commencement of Interviews: 9am, Monday 5 August 2019

Offers of Clerkship: 9am, Monday 2 September 2019

### PLT Placements

Applications for PLT placement are currently being accepted for 2019 and 2020. Applications should include a cover letter, curriculum vitae and an academic transcript and should indicate GDLP provider, length of placement sought and preferred timing if any. You will work with directors and senior lawyers who are recognised as being the best in their fields. Our directors focus on creating a supportive and enjoyable work environment. We recognise that it is not the time you spend at work, but rather what you do when you are there.

### Applications

We seek applications from students who are academically excellent. We also place great importance on life experience and extra-curricular activities. For more information visit [www.cowellclarke.com.au/careers/clerkships](http://www.cowellclarke.com.au/careers/clerkships).

## Email Etiquette

It is likely that you will be using email as a primary means of communicating with colleagues in the future. Poor email etiquette in the workplace may frustrate or confuse the recipient, and above all, is unprofessional. That's why we recommend adopting good email habits as a student to set yourself up for when you enter the workforce.

At the outset, you should always consider whether email is the most suitable mode of communication in the context. For example, where complex or detailed information is involved, it may be best to send a brief email, and make a follow up phone call to clarify any misunderstandings. Generally, email is used to convey short messages, so you should always try to be as clear and concise as possible.

Here are 5 useful tips to good email etiquette for law students:

### 1. Use a professional email address.

- Your university email is acceptable while you are a student.
- Personal email addresses may not be the best option, especially if these accounts are linked to social media or receive a lot of spam.
- Some students set up a separate email address to deal with job applications.

### 2. Include a relevant and concise title

- The subject of your email should be both descriptive and to the point, for example 'Application for Summer Clerkship 2017'. This allows the recipient to easily identify the email and its content and reduces the chance of the email getting lost in cyberspace or the recipient's inbox.

### 3. Address the recipients correctly

- Always address the recipient correctly. In some situations, the use of Mr, Dr or Ms is encouraged, for example, emails to a prospective employer. In a less formal setting, an email addressed to Harvey Specter, may simply read 'Dear Harvey'.
- If the recipient is unknown, you may use 'To whom it may concern' or 'Dear Sir/Madam'.

### 4. Use proper and professional style

- Do not fall into the trap of being too casual, especially when emailing employers. The using conjunctions or emoticons used in informal conversation should be avoided.
- Emails should be written in a business-like style. Use clear expression, short sentences and the correct spelling, grammar and punctuation.
- Always consider the tone of your email by selecting your words carefully. Written communication will not reveal the tone of your voice, so it may be worth reading your email out loud to ensure that you do not unintentionally come across as abrupt or demanding.

### 5. Sign off correctly

- Common sign offs include 'Kind regards', 'Yours faithfully', or 'Yours sincerely'.
- Including a signature block with your contact information at the end of each email is advised, including a link to your LinkedIn profile is another suggestion.

# Uniform Clerkship Scheme Dates

## **South Australia:**

Applications Open: Monday 8 July 9am

Applications Close: Friday 26 July 5pm

Interviews Commence: Monday 5 August

Offers Made: Monday 2 September 9am

Offers Accepted: Wednesday 4 September 5pm

## **New South Wales:**

No uniform clerkship scheme dates advertised for 2019 yet.

## **Victoria:**

Applications Open: Monday 8 July

Applications Close: Sunday 11 August (11:59pm)

Offers Made From: Thursday 10 October (from 10am)

## **Queensland:**

The applications for the uniform clerkship scheme for Queensland have closed already.

## **Western Australia:**

Applications Open: Monday 15 July

Applications Close: Sunday 4 August

Review and Interview: Monday 5 August to Friday 13 September

Offers Made: Friday 20 September 9am

Offer Held Open to: Friday 20 September 1pm

# CLERKSHIP GUIDE 2019 COMING SOON



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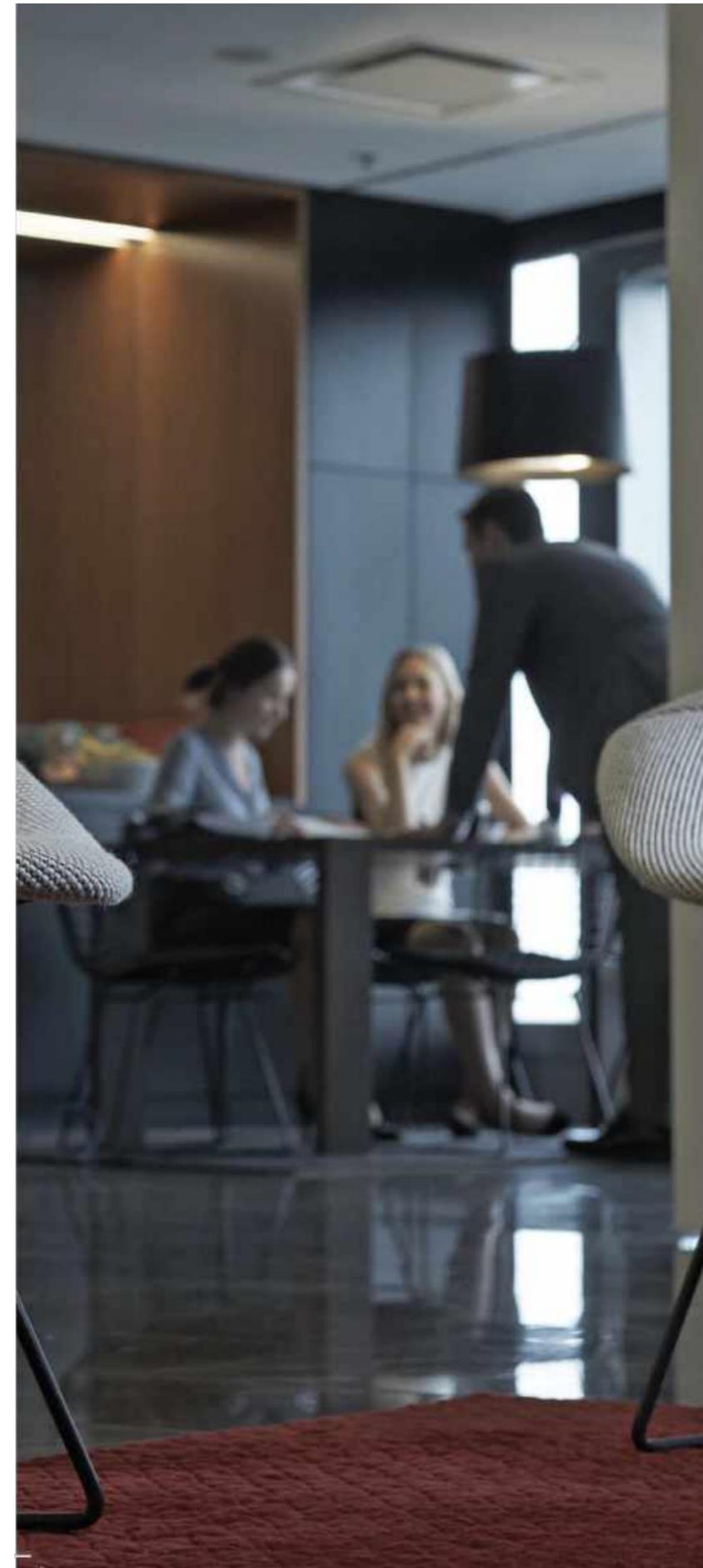
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# ADMISSION TO LEGAL PRACTICE AND GDLP

## What is The GDLP?

Finishing your law degree is a milestone and a great achievement, but unfortunately it is not the only thing you need before you start practising as a lawyer. The Graduate Diploma of Legal Practice (GDLP) is a compulsory requirement to be admitted as a barrister and solicitor in South Australia. The GDLP is designed to provide students with the practical skills needed to work as a lawyer, and accordingly, students will gain exposure to the profession through legal placement during the program. Students will develop new legal knowledge through a range of compulsory and elective subjects, and new skills in areas such as legal drafting, file management and advocacy.

There are several providers of this postgraduate training.

### Adelaide University/Law Society of South Australia

The University of Adelaide offers the GDLP in conjunction with the Law Society of South Australia. Depending on preference this program can be completed in as little as 15 or 20 weeks or up to 3 years. In 2019 students can commence the course in any month of the academic year. Courses can be studied in any order, and this year we are offering 3 online electives; Administrative Law Practice, Banking and Finance Practice and Consumer Law Practice. We will help you find a placement and provide you with opportunities to connect and build relationships with legal professionals in South Australia.

### College of Law

The College of Law offers a 15 week (full-time) or 30 week (part-time) course, offered at multiple start dates throughout the year. If the online option is selected, five days of onsite attendance in the Adelaide CBD is required at the beginning of the course. The program consists of coursework, work experience, and continuing professional education. In regard to work experience, students have a choice between completing 75 days of placement, or 25 days plus a clinical experience module.

### Leo Cussen Centre for Law

The Leo Cussen Centre for Law offers both full and part-time courses for students completing the GDLP, which can be taken onsite or online. The full-time course takes place over 24 weeks and includes three weeks of professional placement. However, students should note that the online course requires 13 days of intensive face-to-face training in Melbourne or Perth. There are two intakes for the full-time course in January and July, and one intake in January for those completing the program part-time.

### Australian National University

The Australian National University GDLP program is comprised of five elements: becoming a practitioner, professional core practice, electives and legal practice experience, and ready for practice. Whilst part of the course can be completed online, there is a four day face-to-face course which cannot be taken in Adelaide. The length of the GDLP program depends on the length of your legal practical experience.

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- 15 or 20 week options available
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- Practice with skilled practitioners
- Our networks provide a significant opportunity to connect with legal professionals in South Australia and build ongoing relationships

### The GDLP is comprised of:

- 5 mandatory subjects and 2 electives;
- 6 weeks (225 hours) of legal practice. Recent relevant experience may be used to reduce your required placement hours;
- 5 Continuing Professional Development (CPD) points.

### FOR FURTHER ENQUIRIES

Adelaide Law School  
The University of Adelaide SA 5005 Australia

**ENQUIRIES** [lawenquiry@adelaide.edu.au](mailto:lawenquiry@adelaide.edu.au)

**TELEPHONE** +61 8 8313 5063

**WEB** [law.adelaide.edu.au/gdlp](http://law.adelaide.edu.au/gdlp)

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**WEB** [lawsocietysa.asn.au](http://lawsocietysa.asn.au)

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### Start your PLT before finishing your law degree

The rules about starting your PLT have recently changed. If you have 1 or 2 law degree electives outstanding, you can now apply for approval to start your PLT while concurrently completing your electives. This means accelerating your pathway to admission.

### Why Leo Cussen?

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- **Career support** – dedicated Graduate Placement and Careers Advisor to help with job search and preparation
- **Personalised mentoring** – comprehensive feedback and support, with regular one-on-one feedback on your work as you do it from very experienced lawyers
- **Develop excellent advocacy skills** – through compulsory civil and criminal file work and advocacy
- **Gain strong legal business skills** – run your own files, maintain client contact, meet deadlines and bill clients in practical settings
- **No theoretical exams** – 'learn by doing'

### Enrol Now

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- January 2020

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W [www.leocussen.edu.au](http://www.leocussen.edu.au)

T 1300 039 031

E [pltadmin@leocussen.edu.au](mailto:pltadmin@leocussen.edu.au)



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To learn more about pursuing a career outside of the city, the AULSS caught up with **Katherine Nugent**.

### **What is your experience working rurally?**

I moved up to the Clare Valley (a country town near Adelaide) in 2000 as I was working for a city firm that had an office in the country, which is a great way to get rural experience! I ended up loving it and moving to Clare to live, where I worked full time running the Clare office and raised my family. My office grew bigger and bigger and I eventually bought a practice after about 10 years.

### **What are the benefits of working in a rural location?**

Being the local lawyer is such a privileged role to have in a small community. You get to know your clients fairly intimately and have a high level of trust and respect that works both ways, you really feel like you're part of the community. If you like looking after people and feeling needed, you would be perfect for rural work because that's exactly how you feel. Clients are really loyal, so once you have that relationship with them, they will continue to come back for every legal issue they have, you're their one-stop-shop, a part of their lives. As a rural lawyer, you get asked to do a lot of different things at a very high level. Sometimes when you work in the city, you tend to get pigeonholed in a certain area of law, but in the country you get so much raw general experience in all areas of the law. For example, the areas I have worked on in my time include: migration law, defamation law, criminal law, family law, commercial law, wills and estates, conveyancing, trademarking and international

property to name a few. It means that the job never gets boring and you keep up to date on many different aspects of the law. It's also a really good way to test the waters and see what area you are most interested in.

### **What would you recommend for students interested in going rural?**

I would highly encourage it. It's actually much easier to get a job in the country than in the city because there is less competition and not that many people that are willing to live in the country and move their whole life to a small country town. I think it is well worth it, particularly because you don't have to stay in the country forever, once you have a few years of rural experience under your belt, you can use that to apply for a job in the city. As I said, you may even use that country experience to determine what area of law suits you best before applying in an urban law firm. If you are worried about working rurally and not being able to get a job back here, a good thing to do is find work in a city firm that has country offices, giving you the option to move back if it isn't for you. There are a lot of opportunities in the country, particularly in Port Augusta, Port Pirie and Clare.

If you are interested in working internationally, there are a variety of opportunities available ranging from working in humanitarian law or development work to private practice in other countries.

you may consider applying to the following internship programs to gain some experience and exposure:

### **Human Rights Watch**

Human Rights Watch is a nonprofit, non-governmental human rights organisation. Human Rights Watch is known for its accurate fact-finding, impartial reporting, effective use of media, and targeted advocacy, often in partnership with local human rights groups. Each year, Human Rights Watch publishes more than 100 reports and briefings on human rights conditions in some 90 countries, generating extensive coverage in local and international media.

### **International Chamber of Commerce**

The International Chamber of Commerce is the world's largest business organisation working to promote international trade, responsible business conduct and a global approach to regulation to accelerate inclusive and sustainable growth to the benefit of all.

### **International Court of Justice**

The International Court of Justice is the principal judicial organ of the United Nations. In accordance with international law, the Court's role is to settle legal disputes submitted to it by States and to give advisory opinions on legal questions referred to it by authorised United Nations organs and specialised agencies.

### **International Criminal Court**

The mandate of the International Criminal Court involves investigation and trials of individuals suspected of committing crimes that are considered grave by the international community, namely: genocide, war crimes, crimes against humanity and crimes of aggression.

### **International Monetary Fund**

The International Monetary Fund (IMF) is an organization comprised of representatives from 189 countries. The IMF works to foster global monetary cooperation, secure financial stability, facilitate international trade, promote high employment and sustainable economic growth, and reduce poverty around the world.

### United Nations

The United Nations is the principal intergovernmental organisation tasked with maintaining peace and harmonizing action between states towards global concerns. The work of the United Nations touches every corner of the globe and focuses on the promotion of a broad range of fundamental issues including sustainable development, environmental protection and conservation, disaster relief and mitigation, civil rights, counter-terrorism and the disarmament and non-proliferation of weapons of mass destruction. The United Nations has a number of sub-organisations which independently run their own internship programs, which include but are not limited to: the United Nations Development Programme, the United Nations Children's Fund, the United Nations Populations Fund, the United Nations Office for Project Services, the United Nations Refugee Agency and the United Nations Environment Programme.

### UNICEF

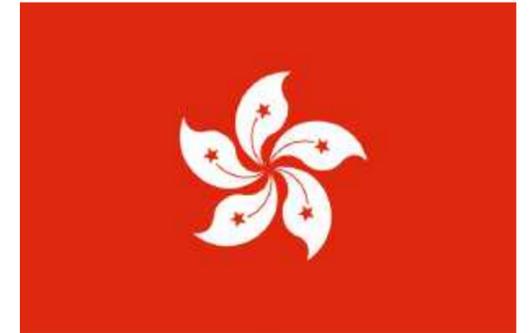
UNICEF is the peak United Nations body concerned with the promotion and protection of children worldwide. Operating in more than 190 countries, UNICEF's primary mission is to advocate for children's rights and increase youth accessibility to education and healthcare.

### World Bank

The World Bank is an international financial organisation that is tasked with funding state capital projects by providing loans. The organisation itself is comprised of five separate subsidiary organisations who provide capital with the ultimate goal of reducing global poverty.

### World Trade Organisation

The World Trade Organization (WTO) is the sole intergovernmental organisation concerned with the rules of trade between member states. The WTO acts as the facilitator, regulator and enforcer of trade agreements and negotiations between a large majority of the world's trading nations. The aim of the WTO as a whole is to enable efficient trade between its member states whilst promoting an effective reduction of trade barriers globally.



### Hong Kong Solicitor's

Hong Kong's common law system resembles that of England and Australia, and like England and Australia the profession is split between barristers and solicitors.

If you have completed your LLB in Australia, your next step would be to receive the Post-graduate Certificate in Laws (PCLL). Applicants need to show competency in 11 core subjects:

- Contract
- Tort
- Constitutional Law
- Criminal Law
- Criminal Procedure
- Equity

This is in addition to three courses specific to Hong Kong Law:

- Hong Kong Constitutional Law
- Hong Kong Land Law
- Hong Kong Legal System

You would then be required to work in a Hong Kong Law Firm for two years under a training contract.

For more information you may wish to visit the Law Society of Hong Kong's website at: [https://www.hklawsoc.org.hk/pub\\_e/default.asp](https://www.hklawsoc.org.hk/pub_e/default.asp).

### Barristers

To be a barrister in Hong Kong, you need to either hold a PCLL or already be a solicitor in Hong Kong. You are then required to undertake one year's unpaid pupillage at chambers, and following this apply to the Bar Council for admission.

For more information, you may wish to visit the Hong Kong Bar Association's website at: <https://www.hkba.org/>.



## Insight from an LK Special Counsel

I started at Lipman Karas as a summer clerk in 2008. Many years later I am still with the firm as a Senior Associate, having spent a year as an associate to a Supreme Court Judge and four years working in Hong Kong.

Working at Lipman Karas has been extremely rewarding, providing me with the opportunity to work on significant litigation projects and to broaden my experience internationally whilst learning from a diverse and talented group of lawyers.

### Early experience and impressions

Commencing as a clerk I thought that my work might be relatively mundane, but my experience was the opposite. I immediately assisted in an appeal and conducted legal research for written submissions. After years at university, it felt like “real” law. The work was interesting and challenging. After my clerkship I was fortunate to be offered an ongoing role as a clerk while I finished my university degree.

In my first few years as a clerk and then an Associate I assisted in significant, large-scale litigation, including litigation arising from one of the biggest corporate collapses in Hong Kong’s history, the Akai group. I also had the opportunity to work on an appeal to the Court of Appeal of Western Australia in *Westpac Banking Corporation v The Bell Group Ltd*, which is one of the longest running cases in Australian history.

Looking back, one of the greatest influences for me has been the amount I have learnt and continue to learn from my colleagues. Lipman Karas’ lawyers come from a diverse range of backgrounds and have experience across a number of jurisdictions, including Hong Kong and the United Kingdom. This collective pooling of knowledge and talent is an invaluable resource to a young lawyer and being able to access and share some of that knowledge has definitely helped to advance my career and understanding of the law.

### Work at Lipman Karas

Lipman Karas’ matters are often complex and require in-depth research and the analysis of large amounts of information with a high degree of attention to detail.

The work is also truly international and clerks are exposed to a range of different jurisdictions. I have mainly worked on Australian and Hong Kong cases but clerks may find themselves researching law in other common law jurisdictions, for example, the United Kingdom, Canada and offshore jurisdictions.

Much of my work relates to commercial fraud occurring in the Asia Pacific region and I have worked on a range of investigations and claims against directors, auditors and third parties arising out of corporate insolvency, as well as a substantial international arbitration.

### Opportunities

Lipman Karas provides its lawyers with a number of opportunities to advance their own qualifications and experience, including a strong training program and actively encouraging professional development. A number of colleagues have undertaken further study with the support of the firm.

Personally, with the support of the firm, I managed to secure a one-year associateship with the Honourable Justice Kelly in the Supreme Court of South Australia in 2010. It was a great experience and I was lucky enough to be offered a role returning to Lipman Karas at the end of that year.

In 2013 I moved to Hong Kong and joined the firm’s office there. The firm supported me in studying for the Overseas Lawyers Qualifying Exams and I was admitted as a Hong Kong solicitor in 2015. I thoroughly enjoyed my four years in Hong Kong, which was a period of great development in my career.

I am now based in Adelaide, but continue to work on both Hong Kong and Australian matters. In my time at the firm Lipman Karas has grown substantially, including the opening of the Hong Kong and London offices, but remains true to the values I found when I first joined the firm.

**Rowan Tape**  
Special Counsel

## Qualifying internationally

### United Kingdom

In the United Kingdom there are different paths to qualification.

### Qualified Australian Lawyers

#### Solicitors

Qualified Australian lawyers must apply to the Solicitors Regulation Authority via the Qualified Lawyers Transfer Scheme Form (QLTS-2). You need to meet certain eligibility criteria, including:  
That you are a qualified lawyer in a recognised jurisdiction (any state in Australia);  
That you can satisfy relevant language requirements or have a degree undertaken in English; and that you are of good character. If you satisfy this, you also need to pass the Qualified Lawyers Transfer Test.

#### Barristers

Australian barristers apply to the Bar Standards Board to be assessed by the Qualifications Committee.

You need to:

- Demonstrate that you are of a good character;
- Prove that you have consistently practiced in court for at least three years;
- Demonstrate you are in good standing and do not have a criminal record; and
- Demonstrate proof of your qualifications and English competency. Depending on your experience and qualifications, you might then need to undertake additional training, or you may be exempted from certain aspects.

### Non-Qualified Australian Lawyers

#### Solicitors

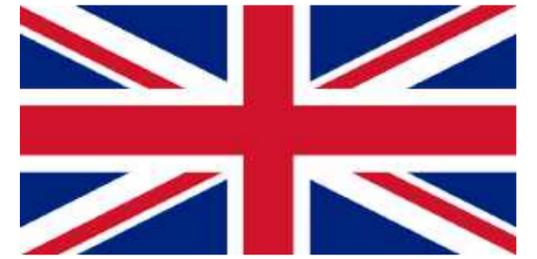
Apply to the Solicitors Regulation Authority to have your academic qualifications assessed. If your course is not one that is exempted by the Solicitors Regulation Authority, then you need to complete it either through the Common Professional Exemption (CPE) or the Graduate Diploma of Law (GDL).

After this, you need to apply for a 12 month full-time Legal Practice Course, complete a Professional Skills Course, and undertake a two year long training contract at a law firm.

#### Barristers

You must ensure that you have the relevant academic requirements and then apply to the Bar Standings Board to have those qualifications assessed. If successful, you will then be granted a ‘Certificate of Academic Standing’. Just as for solicitors, if your course is not exempted then you can undertake the CPE or GDL to do so. Following this, you would then apply to undertake a 12 to 24 month full-time Bar Professional Training Course (BPTC), undertake a year of pupillage, and then obtain tenancy at Chambers.

For more information, you may wish to visit the Law Society of England and Wales at <https://www.lawsociety.org.uk/>.



## Qualifying internationally

### United States



Each state in the US has its own, separate jurisdiction. Whilst this is also the case in Australia, it must be stressed that there is hardly any recognition between the different bar associations within the US, and internationally. For example, admittance to the New York Bar only allows you to practice in the state of New York.

At the moment, there are only 3 US jurisdictions in which Australian lawyers can feasibly work; New York, Washington DC and California. Most other states require particular study that can only be undertaken in that state, and therefore admittance to practice in those states requires completion of the Juris Doctor course. Whilst admission requirements are different in each US state, at the very least all will require you to sit the Bar Exam.

Students who wish to ultimately practice in the US would be best served by practicing for a few years at a top-tier firm, and to then make the move. Most American firms will not require Australian lawyers to already be qualified for the bar when they hire, but they will expect completion of the relevant Bar Exam within 12 months.

For more information, you may wish to visit the American Bar Association's website at <https://www.americanbar.org/>.

### Singapore



Individuals who are not Singaporean citizens or permanent residents usually are not eligible for admission to the Singapore Bar.

However, foreign lawyers can practice in Singapore through registering as a 'Foreign Lawyer', and practicing in certain areas. This entails taking the Foreign Practitioner Examinations (FPE) or by applying for special exemption. Foreign lawyers need to be admitted overseas and have at least 3 years of legal work before they can apply to sit the FPE. Areas that a registered 'Foreign Lawyer' can practice in include banking and finance, intellectual property and intellectual property.

For more information, you may wish to visit the following websites

- Singapore Ministry of Law: Admission Requirements <<https://www.mlaw.gov.sg/content/minlaw/en/practising-as-a-lawyer/AdmissionRequirements.html>>  
The Law Society of Singapore: <<https://www.lawsociety.org.sg/>>

### New Zealand



under the Trans-Tasman Mutual Recognition Act (1997). This act sets out for mutual recognition arrangement between New Zealand and Australia that a person been licensed or registered in one country can apply to be licensed or registered in the other country as well. Therefore, a lawyer holding a current practicing certificate in Australia seeking to practice in New Zealand must abide by a two-step process.

Firstly, they must be admitted as a barrister and solicitor in the High Court of New Zealand. In New Zealand, admittance into practice of law is governed by the Lawyers and Conveyancers Act 2006. Furthermore, all lawyers are admitted into the High Court of New Zealand as barristers and solicitors and it is not possible to be admitted as only a barrister or solicitor.

The second step is the issuing of a practicing certificate by the New Zealand Law Society. There are a number of conditions that have to be met by an applicant to acquire a practicing certificate. However, these are all fairly regular requirements such as being admitted as a barrister and solicitor at the time of application, having paid the application fee and a character test.

For more information, you may wish to visit the New Zealand Law Society's website at <https://www.lawsociety.org.nz/>.

### Canada



The majority of Canadian provinces implement the Common Law like Australia, with the exception of Quebec, which implements France's civil law system. In order to obtain a practicing certificate in Canada, applicants must apply to individual provincial bar associations. The National Committee on Accreditation (NCA) operates within the Federation of Law Societies of Canada and assesses the legal education credentials of individuals trained outside of Canada, or in a civil law degree program in Canada who intend to apply for admission to a law society in a Canadian common law jurisdiction. The NCA assesses each individual on a number of requirements covering their early legal education, the legal system they have studied and worked in and any previous work undertaken in other jurisdictions. Australian practitioners and students have the advantage of a pre-existing background of work and study in the Common Law system. Furthermore, for University of Adelaide Law student, you may wish to consider the subjects Foundations of Canadian Law (LAW 3600) and Comparative Law (LAW 2508) and Advanced Comparative Law (LAW 7174) to gain a better understanding of the Canadian legal framework, as well as giving yourself an advantage in the assessment process of the NCA in the future.

For more information, you may wish to visit the following websites.

- National Accreditation Committee <https://flsc.ca/national-committee-on-accreditation-nca/>
- Alberta: Law Society of Alberta <https://www.lawsociety.ab.ca/>
- British-Columbia: The Law Society of British Columbia <https://www.lawsociety.bc.ca/>
- Law Society of Ontario: <https://lso.ca/>
- Quebec: The Bar of Quebec <https://www.barreau.qc.ca/en/>

### China



Generally foreigners cannot become a licensed Chinese lawyer and only those who have passed China's National Judicial Exam can be admitted to practice law in China. To add to the hurdles, only Chinese citizens may sit the Chinese bar. Realistically you would need both Chinese citizenship (and fluency of the language) to meet the full requirements to practice law in China.

If these obstacles seem a bit out of reach at this stage, those with foreign law degrees can be eligible to be Foreign Representative Attorneys (FRAs). FRAs must have at least two years of experience in another jurisdiction before they can work in China. This requirement is slightly finicky in that the one year is really a majority of the year so you could realistically work two, six month (+1 day) stints in Australia and then six months in China, you would then qualify to work full-time in China as a FRA.

### South Korea



South Korea does not recognise qualifications achieved in foreign states and to be a fully practising lawyer in Korea you must undergo their domestic qualification process. A three year graduate level, law school program will need to be completed, and then you must pass the South Korean Bar Examination. Obviously, fluency in Korean will be a must if you would like to go down this path.

Alternatively, foreign lawyers are unable to practice law in South Korea but can act as Foreign Legal Consultants (FLCs) and are limited to providing advice on the laws in the jurisdiction where they have received their qualifications, international customary law, and international arbitration. Further to this you will need a minimum of three years' experience in your home jurisdiction before being able to apply to be a FLC.

This all being said, over the past years South Korea has increasingly relaxed its regulations on foreign consultants and both international firms and Korean firms are seeking foreign lawyers to advise on a variety of issues despite them not being able to practise Korean law.

The Korean Bar Association is the regulatory body for legal professionals in the State. For more information, visit their website at <http://www.koreanbar.or.kr/pages/main/main.asp>.

## Domestic - Urban

There is a wide variety of options for law students domestically within urban areas of Australia. From this point on in the guide all of the options discussed are available in the major cities of Australia in legal careers both public and private as well as non-legal alternative pathways. Urban cities within Australia are ever expanding, providing a wide variety of opportunities for law students to explore their legal careers. The remainder of the Careers Guide refers to options that are available in all major cities within Australia, across both the public and private legal sphere, as well as alternative pathways that your law degree may open up to you.

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The law is an incredibly rewarding profession, but we recognise it can be demanding. For this reason we create an environment that is flexible, friendly, personable, collegiate & professionally stimulating.

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Our wellbeing@work program supports employees to maintain a healthy, balanced lifestyle. Our employees love to get involved in triathlons, mixed sporting teams and yoga, and they enjoy massages and healthy breakfasts.

We also have an active social committee, providing lots of opportunities to develop close relationships with your colleagues.

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We are looking for hard-working and motivated law students who have excelled academically, are customer focused, commercially minded, work well in a team environment and are enthusiastic about commencing their career with a dynamic law firm.

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# LEGAL CAREER PATHWAYS

## Private Practice

Private practice refers to practising law within a firm. This is the most established path for law students finishing university, as firms will hire clerks through their clerkship scheme or undertake graduate recruitment.

The benefits of working in a private firm are that you are likely to be working in a large firm with many different teams, allowing you to have some choice as to what areas of law you are exposed to. You will eventually be placed in a team, which gives you a structured environment and the ability to learn from more senior lawyers.

While most lawyers start their career in private practice, it is common for lawyers to leave the profession or elect to transition to a different role after a few years. This is partially because the skills you will gain in private practice are transferable to a number of different areas and are recognised as such by most organisations. If you choose to stay in private practice, the typical career progression is from graduate to lawyer to senior associate, and eventually to partner. This process may take between 10 to 15 years.

If you are interested in pursuing a career in private practice, you may wish to consider applying for a clerkship and graduate recruitment options offered by firms. Any other form of work experience at a firm will also be of great benefit.

Large companies are increasingly employing lawyers as permanent members of their staff rather than outsourcing their legal work to firms. In-house counsel must possess a broad range of legal expertise with an emphasis on intellectual property, tax, equity, corporate governance and compliance law. A key part of their role is to inform the decision-making process within the business. As such, they must not only have a sound knowledge of the law but also a keen awareness of the commercial realities faced by the company.

In-house counsel typically work within large corporations, such as banking, accounting, communication providers and mining corporations. There are also opportunities to work in niche areas beyond traditional professions – for example, elite fashion houses like Tiffany & Co. are employing in-house counsel to deal with intellectual property law matters. Some of these companies have graduate programs for lawyers who have just completed their studies. However, in-house counsel are more commonly experienced lawyers who already possess a broad range of skills which will benefit the business.

Ultimately, in-house counsel must have a comprehensive understanding of the respective business and industry as a whole.

Students who are looking to combine their legal knowledge with a passionate for an industry outside of the law may be suited to this career path. Such students may consider completing a double degree (ideally in economics, finance or commerce) to broaden their commercial knowledge. While at university, it may be advantageous to participate in both legal clerkships as well as business internships to provide a broad foundation of business experience. After graduating, they may pursue an in-house graduate program or work as a solicitor within a law firm, working towards eventually transitioning to in-house counsel work.

Important core courses for this career pathway include Commercial Transactions (LAW 1509), Contract Law (LAW 1510) and Corporate Law (LAW 2598). Suggested electives include, Commercial Equity (LAW 3511), and Corporate Gatekeepers: Regulatory Perspectives (LAW 3543).

Barristers are specialist legal advocates with specific skills in dispute resolution, trial strategy and advocacy. In addition to appearing in Court frequently, barristers spend time proofing witnesses, negotiating with other involved parties, conducting legal research, drafting written opinions on questions presented to them by solicitors, and preparing for trial.

After completing their GDLP, students are admitted as both a solicitor and barrister in South Australia, giving all lawyers the right, for example, to appear in Court. “Going to the bar” involves giving an undertaking that you won’t practise as a solicitor. Instead, barristers are ‘briefed’ by solicitors. The ‘cab rank rule’ for barristers obliges them to take on any case referred to them, provided it is within their capacity, skill and experience. It also means you agree to be independent and not practise as part of a firm. Instead barristers often join a Chambers, but each barrister in Chambers is independent from one another.

To be recognised by the South Australian Bar Association, lawyers must also undertake the Bar Readers course under the supervision of an experienced barrister. It is a good idea to take the course once you have sufficiently developed your practical legal advocacy skills and developed strong relationships within the legal community.

To learn more about working at the bar as a barrister, the AULSS caught up with **Enzo Belperio**, barrister at Bar Chambers, to discuss life at the bar.

**What is your current role and how did your career trajectory lead you to where you are now?**

I’m a barrister at Bar Chambers. I work across broad areas, but mostly commercial and civil. I have a good mix between appearing myself, junioring senior counsel, and written work (for example, opinions and pleadings).

After university I worked as an Associate for Justice Gray in the Supreme Court for two years, Lipman Karas for three years, and DMAW for four years. I was never 100% sure I would go to the bar but it was a possibility in the back of my mind. I was keen to get plenty of experience as a solicitor first and then see where things headed. Although I really enjoyed being a solicitor, eventually I realised being at the bar would allow me to spend more time on the work I enjoyed most – preparing for and appearing in Court.

**What are the most challenging and most rewarding aspects of working at the bar?**

I was very nervous about going to the bar as you are running your own small business, and was worried that I wouldn't get any work. However, I've been lucky to receive lots of interesting briefs. There is a lot of variety day to day between the types of matters and the people I work with – on each matter you become part of a new team with the solicitors briefing you.

The workload can be intense, but I have become better at prioritising and scheduling. Being surrounded by good people in Chambers – although we all operate independently – has been a great support and there is a strong sense of collegiality. I also employ uni students as research assistants, as I find their input really helpful and enjoy taking on a mentoring role.

**What recommendations would you give to students aspiring to work at the bar?**

Develop skills in the areas of law you are interested in by working with and learning from good people. Don't feel like you're in a rush to get advocacy experience – there's plenty of time for that and the more important thing early on, in my opinion, is learning to become a good lawyer. Build good relationships with your colleagues. Also, over time when you brief different barristers you may get a feel for different chambers where you might consider working. Talk to people, and keep in touch – this way they can let you know if a spot in chambers becomes available.

An associate is an assistant to a Judge of the Court, who undertakes legal research and administrative tasks such as organising the Court diary and liaising with Court staff and counsel. An associateship typically lasts for one year, and is often undertaken the first few years following graduation. In South Australia there are a number of opportunities in the Magistrates Court, District Court, Supreme Court, Federal Court, Federal Circuit Court and Family Court. Applications can also be made to other jurisdictions interstate, as well as the High Court of Australia.

To learn more about associateships, the AULSS caught up with **Katie Warner**, Associate for Justice Parker in the Supreme Court of South Australia.

**What tasks have you undertaken in your role as an associate?**

The role of an associate varies greatly on any given day. Broadly speaking, my job is to organise my Judge's hearings in Court and the publication of his judgments. There are many (somewhat less glamorous) tasks that are incidental to that broader role, which include inter alia listing matters, setting up Court rooms, liaising with counsel, organising video links, calling prisons, drafting orders and managing Court files.

Since starting at the Supreme Court, I have attended a two week civil trial, numerous Court of Criminal Appeal and Full Court hearings, Magistrates appeals, appeals from Masters of the Supreme Court, bail hearings, interlocutory applications and applications for judicial review. Generally speaking we will sit in Court at least 4-5 times a week (although this depends on the month and how well I have organised the calendar). During my time at the Courts I have also

assisted in the drafting and proofing of judgments, undertaken legal research and drafted the headnotes for my Judge's published judgments.

What have been some of the highlights or most interesting moments in your time as an associate?

This is a difficult question. I particularly enjoyed sitting in a civil trial and watching counsel cross-examine witnesses. It has also been fantastic to see high quality advocates in Full Court and Court of Criminal Appeal hearings. An associateship is a great opportunity for young lawyers who are thinking of going to the Bar – in practice there is rarely time or opportunity to see advocates in action.

I suppose the most interesting part of being an associate is the variety of different matters you are exposed to. For example, since starting at the Courts I have sat in on matters that concern defamation, administrative law, tax law, contracts, property law, negligence, sentencing, bail and criminal offences including violent assaults, sexual offences, drug possession, drink driving and murder (just to name a few).

**What can students do to better place themselves for an associate position?**

No surprises here – extensive work experience, high grades, volunteering and a strong work ethic will put you in good stead. I suppose the best advice (beyond the obvious “get good grades” rhetoric) is to start preparing your CV early in your law degree. I would encourage students to network, take up work experience (even unpaid work experience), volunteer at community legal centres and embrace any opportunities that come your way.

### **How would you recommend interested students apply for an associate position?**

It is important that students in their final and penultimate years start preparing their applications early. Most Judges hire one or more years in advance. In terms of the form of your application, you should email and/or post a cover letter, CV and academic transcript to the relevant Judge's chambers. There are no hard and fast rules with respect to the content of these documents. I will note one point – your cover letter should be aimed at the Judge you are applying for. Generic letters will not get you very far. Read the transcript of the relevant Judge's Swearing in Ceremony. This will give you some insight into the type of matters the Judge specialises in and details about their career prior to their appointment to the Bench.

# PRACTICE AREAS

Alternative Dispute Resolution (ADR) is a term that encompasses the variety of ways in which disputes may be resolved outside of the court system. Resolving disputes through the courts is increasingly a costly, inconvenient and slow process. As such, ADR is an important component of the law as it enables parties to avoid the process of litigation and can lead to more amicable outcomes.

An ADR lawyer must have a variety of different skill sets, including an understanding of the particular area of law, strong interpersonal skills and the ability to communicate with the client or other parties. Students interested in alternative dispute resolution will develop these skills in the compulsory course of Dispute Resolution and Ethics (LAW 3501). You may also wish to consider the elective subject Alternative Dispute Resolution (LAW 3525). Additionally, competitions run by the AULSS, such as the Negotiation Competition and Mediation Competition, will also be very helpful for preparing for a career in ADR.

To learn more about ADR, the AULSS caught up with **Alison Shaw**, Mediator at SHAW Dispute Resolution.

### What drew you to this particular field?

I had my lightbulb moment in 2011 when I learnt a completely new way for people and businesses to resolve their disputes without Courts.

### What are the challenges of alternative dispute resolution?

As a partner in a law firm it was impossible to offer mediation services from within a law firm. People came to me to represent them not to resolve their dispute by mediation. So that's when I set up SHAW DR. Other challenges include the profession being comfortable with the status quo of litigation and not embracing mediation and arbitration.

### What are the highlight and/or interesting aspects of ADR?

Since mediating, my belief in people and their ability to reasonably resolve their own disputes themselves without Courts has increased dramatically. The best mediators ask questions and listen without judgement.

### What skills do you think are important to your role?

The important skills in mediation are being comfortable with being uncomfortable about the potential outcome and having the emotional intelligence and empathy to read the body language, tone, and the mood to help people make decisions for themselves with the discipline not to offer advice or opinion.

### What advice would you give to students wishing to pursue a similar career path?

Irrespective of whether you want to be the mediator or the legal representative at the mediation, it is now just as important to learn the mediation process as it is civil procedure and make sure you know how you can add value to the process.



### Insight from an LK Special Counsel

I started at Lipman Karas as a summer clerk in 2008. Many years later I am still with the firm as a Senior Associate, having spent a year as an associate to a Supreme Court Judge and four years working in Hong Kong.

Working at Lipman Karas has been extremely rewarding, providing me with the opportunity to work on significant litigation projects and to broaden my experience internationally whilst learning from a diverse and talented group of lawyers.

#### Early experience and impressions

Commencing as a clerk I thought that my work might be relatively mundane, but my experience was the opposite. I immediately assisted in an appeal and conducted legal research for written submissions. After years at university, it felt like "real" law. The work was interesting and challenging. After my clerkship I was fortunate to be offered an ongoing role as a clerk while I finished my university degree.

In my first few years as a clerk and then an Associate I assisted in significant, large-scale litigation, including litigation arising from one of the biggest corporate collapses in Hong Kong's history, the Akai group. I also had the opportunity to work on an appeal to the Court of Appeal of Western Australia in *Westpac Banking Corporation v The Bell Group Ltd*, which is one of the longest running cases in Australian history.

Looking back, one of the greatest influences for me has been the amount I have learnt and continue to learn from my colleagues. Lipman Karas' lawyers come from a diverse range of backgrounds and have experience across a number of jurisdictions, including Hong Kong and the United Kingdom. This collective pooling of knowledge and talent is an invaluable resource to a young lawyer and being able to access and share some of that knowledge has definitely helped to advance my career and understanding of the law.

#### Work at Lipman Karas

Lipman Karas' matters are often complex and require in-depth research and the analysis of large amounts of information with a high degree of attention to detail.

The work is also truly international and clerks are exposed to a range of different jurisdictions. I have mainly worked on Australian and Hong Kong cases but clerks may find themselves researching law in other common law jurisdictions, for example, the United Kingdom, Canada and offshore jurisdictions.

Much of my work relates to commercial fraud occurring in the Asia Pacific region and I have worked on a range of investigations and claims against directors, auditors and third parties arising out of corporate insolvency, as well as a substantial international arbitration.

#### Opportunities

Lipman Karas provides its lawyers with a number of opportunities to advance their own qualifications and experience, including a strong training program and actively encouraging professional development. A number of colleagues have undertaken further study with the support of the firm.

Personally, with the support of the firm, I managed to secure a one-year associateship with the Honourable Justice Kelly in the Supreme Court of South Australia in 2010. It was a great experience and I was lucky enough to be offered a role returning to Lipman Karas at the end of that year.

In 2013 I moved to Hong Kong and joined the firm's office there. The firm supported me in studying for the Overseas Lawyers Qualifying Exams and I was admitted as a Hong Kong solicitor in 2015. I thoroughly enjoyed my four years in Hong Kong, which was a period of great development in my career.

I am now based in Adelaide, but continue to work on both Hong Kong and Australian matters. In my time at the firm Lipman Karas has grown substantially, including the opening of the Hong Kong and London offices, but remains true to the values I found when I first joined the firm.

**Rowan Tape**  
Special Counsel



Banks and financial institutions are subject to a complex framework of laws. Banking and finance lawyers assist their clients to navigate these regulations on a domestic and global scale.

Banking and finance lawyers often advise the major banks or financial institutions. Some of this work may include: negotiating financial agreements, advising on mergers and acquisitions, changes to capital structure or liquidations, and liaising with regulators to ensure compliance such as the Australian Prudential Regulatory Authority, Australian Competition and Consumer Commission, Australian Securities Exchange and Australian Securities and Investments Commission.

Skills relevant to banking and finance include the ability to understand complex issues quickly, commercial knowledge, an aptitude for working under pressure, and strong communication skills. While you can learn on the job, students with a double degree in commerce, finance or economics may be more suited to this area. Work experience in the financial sector will also provide a great advantage for you in beginning a career as a banking and finance lawyer. Most large commercial firms will have banking and finance teams, so if you are interested in this area you may wish to consider applying for a clerkship at a commercial firm.

### Local Presence

Lipman Karas is a specialist investigative, dispute resolution and litigation practice representing corporate, government and private clients.

With offices in Adelaide, Hong Kong and London, our team has an exceptional track record of consistently outstanding results in some of the most challenging, complex and high profile commercial litigation in the Asia Pacific region and internationally.

### Global Opportunities

A career at Lipman Karas provides opportunities and experiences that are unrivalled in South Australia.

Lipman Karas offers lawyers commencing their careers a chance to work with recognised leaders in their field on litigation projects, investigations and inquiries that are unique in both magnitude, complexity and geographic reach.

Clerkship applications are accepted from law students in their penultimate or final year of law.



Best International Firm for Work Life Balance  
2014, 2015, 2016, 2017, 2018

Corporate advisory is a general term that encompasses advising clients on issues arising in business or trade. This process may include many of the practice areas in this section, such as banking and finance, tax, litigation, alternative dispute resolution and intellectual property. However, some of the most significant issues in corporate advisory include mergers and acquisitions, corporate restructures, capital raisings or insolvency.

A career in corporate advisory can be challenging, as high-stakes transactions often involve quick deadlines and the management of many different teams (sometimes from different firms) simultaneously. However, it can also be very rewarding. Corporate advisory is broad, and lawyers can choose to specialise in an area of interest. Further, junior lawyers in corporate teams are often given significant responsibility and client-facing roles early on in their career.

Corporate advisors managing transactions need to have a clear interest and understanding of the nature of the business undertaking the transaction. Strong problem-solving skills are necessary, and attention-to-detail is paramount. The corporate teams of most large commercial firms will focus on corporate advisory, so interested students should consider a clerkship with a commercial firm. Interested students should also consider commercially focused electives, or completing a double degree in finance, commerce or economics.

To learn more about criminal law in practice, the AULSS caught up with **Daina Marshall**, a graduate in the Dispute Resolution team at MinterEllison, about her Summer clerkship in corporate advisory.

### **What was your experience like in corporate advisory at MinterEllison?**

My experience in corporate involved tasks such as preparing and reviewing contracts, drafting correspondence for clients, and research. I developed my teamwork and communication skills in a professional setting, and found that my attention to detail, planning and problem solving skills significantly improved. Observing the relationships between clients and more senior staff, such as partners and senior associates, was interesting - a lot of trust and ongoing communication is involved in maintaining a solid, reliable relationship between the firm and its clients. The way the senior staff deal with clients is something I definitely hope to build on and learn for myself in the future.

### **What would you recommend to students interested in working in corporate advisory?**

I would recommend that students wishing to work in corporate advisory obtain and maintain strong business acumen. The work in corporate advisory is diverse, but there is no substitute for a strong, general commercial awareness. Whether this is reading the Australia Financial Review or listening to an informative podcast, understanding the business world will help you greatly in understanding the context of clients' legal transactions.

I also recommend that students seek work experience or get involved in extracurricular activities that demonstrate an interest in the corporate and commercial world. This could include student societies or getting some experience in a commercial environment, such as a Big 4 accounting firm. In my experience, first and foremost, HR are looking to see if you are interested and will be engaged in the work that the firm does, rather than looking for superstars!

Criminal law is a fascinating area where you see an interplay between technical, legal, procedural and evidentiary issues intersecting with human behaviour, emotions and psychology. Criminal lawyers must be dedicated and committed legal professionals with a high level of integrity and ethics to ensure the best interests of their client are being adequately represented, whilst remembering their overarching duty to the Court and the administration of justice.

The core subject Criminal Law (LAW 2599) covers the introductory and most important principles of criminal law in South Australia. You may also wish to consider the elective subjects Criminology (LAW 2524) Sentencing and Criminal Justice (LAW 3520) and Remedies (LAW 3519).

To learn more about criminal law in practice, the AULSS caught up with **Martin Anders**, Barrister at Edmund Barton Chambers.

### **What is your current role and how did your career trajectory lead to you to where you are now?**

I am currently self-employed as a Barrister at Edmund Barton Chambers. I accept briefs from solicitors in South Australia and occasionally from interstate. I practice primarily in the area of criminal however this takes me into many and varied areas including criminal prosecutions in industrial settings, Coronial Inquests, consumer law, and liquor licencing.

I volunteered at Aboriginal Legal Rights during the end of my time at Adelaide University, and thereafter secured a GDLP placement with the Legal Services Commission. I then secured employment with a small criminal practice where I remained for some years working as a criminal solicitor and advocate. This provided me an opportunity to develop my advocacy skills, primarily in committal proceedings and summary trials.

Thereafter, I joined the Office of the State Director of Public Prosecutions as prosecuting counsel, prosecuting state offences on behalf of the Director in the superior courts. It was during my years at the DPP that I became a competent trial advocate, dealing primarily with jury trials in the District Court

I was then employed by the Federal Government in the Regional Assistance Mission to the Solomon Islands, where I worked as a public defender. As part of the Regional Assistance Mission the Australian Government funded both a prosecuting authority and a public solicitor's office to deal with the adjudication of serious offences that had arisen during a period of civil unrest, commonly referred to as the ethnic tension.

Following a 2-year period, spent primarily defending serious criminal offending in the High Court of the Solomon Islands, I returned to join the independent bar and became a member of Edmund Barton Chambers.

What skills and attributes do you think are essential for a successful career in criminal law?

A successful career in the criminal law requires empathy for all persons affected by the process as a starting proposition; tempered always by common sense and an ability to exercise objective judgment. Thereafter a dedication to task and a degree of determination is required to both prosecute and defend.

A thorough knowledge of applicable legislation and legal principle, skill as an advocate and competency in legal drafting are essential to any successful career in the law. These skills must accompany your empathy and determination, without them the emotive component will have no meaningful effect.

**What recommendation would you give students inspiring to work in a criminal law field?**

Engage in volunteer work. Not necessarily as a research assistant in barristers' chambers, albeit this is a viable path. Working at the coalface as it were, in organisations such as Community Legal Services, the Legal Services Commission and the Aboriginal Legal Rights Movement, provides an excellent starting point for a career in the criminal law. There are also many private criminal practices in South Australia that will embrace an offer from a suitably qualified student to engage in work experience.

Lawyers who work in employment law deal primarily with the relationship between employees and employers. This is a constantly changing area of law which requires practitioners with a strong knowledge of contract law as well as the statutory framework which guides employment conditions in Australia. It is a people-focused area which aims to balance the (often competing) interests of employees with the commercial goals of their employers. Employment lawyers usually work closely with human resources departments to provide employment conditions which benefit both businesses and employees whilst ensuring that the company complies with its obligations under the broader employment law framework.

Most large commercial firms have teams specialising in employment law. Employment law teams often work on specific issues arising in the employment context, or advise on the employment law perspective of larger transactions such as the sale or acquisition of the company. As such, students interested in employment law should consider applying for clerkships at commercial firms as they near the end of their degrees. It may be helpful for students interested in employment law to work in an office environment while they study to get a sense of what the day-to-day interactions between employers and employees is really like.

Important core courses for this career pathway include Contract Law (LAW 1510) and Administrative Law (LAW 2504). Interested students may wish to consider elective subjects Law of Work (LAW 3517) and Contract Law: Selected Issues (LAW 3531).

In the past few decades there has been a growing concern for environmental protection throughout the world. Environmental challenges are affecting the broader population as well as business practices. This area of law concerns the rules and procedures which must be followed by individuals and businesses wishing to commence a whole array of development activities in South Australia (and the consequences which arise when the procedures are not followed). Environmental law is a widespread field covering issues from air and water pollution to climate change and city planning. There are no exemptions of size, location, or industry. Anything from an home extension or tree removal to major infrastructure, mining and energy projects.

Planning law is largely governed by statute and disputes are usually heard in the Environment, Development and Resources Court. This body of law is designed to strike a balance between the need to promote legitimate and prosperous development projects, whilst protecting the environment and maintaining Australia's naturally beautiful scenery and wildlife.

Aspiring environmental and planning lawyers should have an understanding of the underlying social, political and economic issues behind resource allocation and development. This will help them develop an understanding of how natural resources can be used in a sustainable, yet productive, manner. This may also open up additional employment opportunities outside of the traditional lawyer role. For example, you might consider a position in State government at the Department of Environment and Water, the Department of Mining and Energy, or the Commonwealth Department of Environment and Energy. You may also consider applying for commercial clerkship positions within environment and planning practice groups or an internship with the Environment Defenders Office South Australia.

Students interested in this field may wish to consider the elective subjects Environmental Law (LAW 2511), Minerals and Energy Laws (LAW 2517), Biodiversity, Planning and Regional Australia Study Tour (LAW 2567) and Climate Change Law (LAW 2568).

Construction and Major Projects involves any legal issue related to the construction of buildings and infrastructure. Work in this area can be both transactional/non-contentious work or contentious litigation work. This area of law intersects with a number of other areas of law such as contract law, commercial law, planning law, employment law and torts.

Construction and Major Projects lawyers can work on a variety of matters with a large number of interested parties including: infrastructure projects for roads, public transport, hospitals, public amenities, as well as industry-specific projects, such as those related to gas production and hydroelectric plant developments. On the transactional side, Construction and Major Projects lawyers are required to negotiate and draft agreements between property companies, landowners, builders, architects, engineers, contractors and subcontractors. Furthermore, to see a project through to fruition, construction lawyers will work in collaboration with lawyers and other professionals in project finance and property development to complete any necessary due-diligence, gain project funding and so on. Contentious practice comes into play as disputes often arise in this area of law at any stage during construction or after completion.

Students wishing to practice in this dynamic and complex area of the law will be well equipped by developing interpersonal skills and an ability to work in large teams made up of people from many different backgrounds. Additionally, they may wish consider the elective subjects Environmental Law (LAW 2511), Advanced Contract Law (LAW 7128) and Biodiversity, Planning and Regional Australia Study Tour (LAW 2567).

Family law is a unique area of law, where a combination of ‘hard’ and ‘soft’ legal skills are essential. Given the Family Law Act 1975 (Cth) is in the Commonwealth jurisdiction, family lawyers appear in the Federal Circuit Court and Family Court. Most work conducted by family lawyers may be categorised as either relating to property settlement or children’s issues. All family law involves engaging with clients experiencing some degree of emotional turmoil, therefore quality communication skills and the ability to be pragmatic and firm, whilst still being respectful and empathetic, is vital.

Whilst only a limited number of positions are available, family lawyers with at least 5 years experience can apply to be recognised as an Independent Children’s Lawyer (ICL). An ICL is often appointed by the Court in cases relating to children’s issues, and are well respected advocates tasked with representing the best interests of the child. You may wish to consider the elective subjects Family Law (LAW 2512) and Alternative Dispute Resolution (LAW 3525).

To learn more about family law in practice, the AULSS caught up with **Sriyani Partridge**, Senior Associate at Hume Taylor & Co.

### **What are the most exciting and most challenging aspects of practicing in family law?**

Being able to assist people, at what for many will be the most challenging time in their lives, can be incredibly rewarding. At the same time, it is the most challenging part of our job - you have to manage your client’s emotions and expectations of what they consider is right and fair against what a Court might consider just and equitable. Family law can be an emotionally draining area of law to work in and you often see the worst side of people in these situations. Consequently, it is important to be mindful of your own mental health and to maintain professional distance from your client. It is important to balance empathy and understanding for your client’s circumstances, with a pragmatic level-headed stance to ensure you achieve the best results.

### **What are some of the skills, qualities and attributes required to be a good family lawyer that you would recommend to aspiring students?**

When dealing with children’s issues, we are negotiating over a client’s greatest achievement: their child. Parents can be very single minded in these matters and it is our job to remove the emotion from the negotiations and to counsel our clients on the range of outcomes they may achieve. Setting clear expectations for clients and keeping them informed as their matters progress is imperative.

I believe great communications in non-technical language is also important. Most clients have never been through a separation and this may also be the first and only time they have ever dealt with a lawyer. Family law clients need a common sense approach and most clients need counseling to understand that in family law, parties do not have rights to anything. There is a process which must be followed to achieve the most reasonable outcome possible. I often tell my clients if they come away not completely happy and the other party comes away not completely happy, then the result was probably a “fair” outcome

The scope of international law opens up a variety of different career opportunities. Within this diverse field, two notable areas are International Humanitarian Law and International Human Rights Law.

International Humanitarian Law (IHL) deals with the law of armed conflict. Careers in the field can range from working as a legal officer with the Australian Defence Force to working with the International Committee for the Red Cross. IHL is certainly touched upon in International Law. For students with a keen interest in IHL, the elective subject International Humanitarian Law and Advocacy (LAW 2563) is an amazing opportunity to gain some exposure to this area of law.

a great way to get involved In the field of Human Rights Law is the Human Rights Internship Programme (LAW 3514). This is a 3-unit elective, in which students intern with a human rights organisation for a period of 6 weeks, and complete a research task. The human rights organisation can work nationally or internationally. The aim of the course is to solidify your understanding of human rights by showing its practical application. For more information on the course, visit the university website or get in touch with the course coordinator.

To learn more about human rights law, we caught up with **Sarah Dowd**, a solicitor at Ward Keller.

### **What work have you done for Human Rights Law? Have you done any experience internationally?**

I'm currently working for the largest and oldest firm in the Northern Territory, Ward Keller. Ward Keller is primarily a commercial firm, however it has a strong migration team and I have had the opportunity to work on a number of migration law cases that involve human rights breaches. As one example, last year we worked on defending the rights of a 5 year old asylum seeker who was being held in a Darwin detention centre. As a five year old she was suffering from PTSD and had been prescribed antidepressants. The Iranian girl drew stick figure people with their lips sewn shut and displayed a number of inappropriate sexual behaviours because of her experiences whilst in detention in Nauru. We sought court action against the Department of Immigration to prevent her return to Nauru and eventually reached a settlement with the Department.

### **What did you get out of this work? What are the benefits?**

This type of work allows you to see first-hand the power of a law degree and the life changing impact you can have as a lawyer. I found that the work can sometimes be emotionally taxing, particularly when circumstances such as those outlined above are involved, but when you are able to provide the client with results and a brighter future, the sense of achievement is incredible. To be able to significantly change the course of someone's life for the better is a real privilege and makes the long nights and weekends worthwhile.

### **What would you recommend for law students who are passionate about pursuing jobs in human rights law? Do you have any tips for applying internationally?**

Look at opportunities in your own community! Whilst there are some very worthy and I'm sure fulfilling opportunities internationally, I am a big believer in making a difference in your own backyard. I believe as law students attending a prestigious university such as Adelaide, it is very easy to forget that there are many people much less fortunate than us in our own community. So I would recommend volunteering with legal aid organisations and look to opportunities in Northern Australia. Not only are these organisations desperate for volunteers, you will gain some incredible experience that looks great on a CV. Northern Australia offers great challenges for those interested in the human rights of Indigenous Australians and Migration clients thanks to our location. I've had friends who in their first year out of university have held significant posts on both sides of the Royal Commission into the Protection and Detention of Children in the Northern Territory. The opportunities for those willing to travel to remote areas domestically are incredibly rewarding.

Intellectual property (IP) is a category of property that surrounds the ownership of intangible creations of human intellect, including: copyright, patents, trademarks, designs, secret processes and formulae. IP law is designed to encourage innovation, while protecting businesses and their competitive advantage. As IP law centres on new ideas and technology, it is a dynamic and exciting field to work in.

Students interested in learning more about IP law may wish to consider the elective subject Media Law (LAW 3535).

To learn more about IP, the AULSS caught up with **Paul Gordon**, Senior Associate at NDA Law. Paul specialises in IP, technology, social media and privacy law.

### **What does a day working in IP involve?**

The beauty of IP is that the field is very diverse and every day can be different. On a given day you could be working on a trade mark application and submissions to IP Australia, or on an assignment of a patent, or you could be in court for a dispute concerning copyright infringement. I have worked with artists and authors in relation to their copyright, through to patents as diverse as hair extensions and mining equipment. It can also involve social media and technology law, with clients including social media agencies or IT start-ups. There is some overlap between IP and general commercial practice as well.

### **How did you find yourself in IP?**

My background is law, commerce and IT, so intellectual property was a natural fit. During university I did a lot of clerking and rotations in different areas. IP was the area that worked best for me. What I like about it is the fact that it is ever-changing and therefore it never gets boring, as you are always learning about something new.

### **What are the key challenges in IP?**

IP lawyers have to keep up to date with new technology. At the moment there is a lot of chatter about blockchain. Having to skill up on new things and learn about new technology as it arises is a key challenge in this field. Developing an understanding of the underlying technology itself is very important to advise clients well. However, there are only so many hours in the day, so you might find yourself specialising in a specific area, for example the wine industry, and foregoing other areas of expertise.

### **What is the importance of IP in the future?**

IP is only going to become more important as we move to a more technology-based economy. The future of work with automation and global competition mean that, as a society, we are going to struggle if we do not invest in new technology. Especially in Australia, where our comparative advantage is in high value sectors like innovation and technology, IP is and will remain particularly important to our economy.

### **Do you have any advice for students interested in IP?**

Read widely to increase your knowledge in a variety of technology and arts areas. Second, get as much work experience as you can. It is essentially a numbers game, so volunteer and apply to as many clerkships as possible. Even if it does not turn into a job at one particular place, your experience will be valuable to other potential employers.

# Litigation

In order to learn more about litigation, the AULSS caught up with **Benjamin Hutchins**, Lawyer at Thomson Geer.

## Can you tell us a bit about litigation and your role?

Litigation, at its heart, involves the resolution of disputes between parties through trial, settlement or other means.

As a law student, my understanding of litigation was largely informed by courtroom scenes in shows like 'Suits' and 'The Good Wife'. While appearing in court is a significant aspect of litigation, the reality is that most disputes are resolved before trial through negotiation, mediation or other ADR mechanisms.

As a result, much of a litigator's work involves: collating and understanding the facts, corresponding with opposing lawyers and preparing the matter by drafting pleadings, preparing affidavits and compiling evidence. Litigators are also tasked with explaining the litigation process to their client and, helping them understand what is going on (and its legal ramifications). It's always useful to remember that, for most clients, litigation is not the 'norm' and is often a stressful and foreign concept.

I work as a lawyer in the Dispute Resolutions (litigation) practice at Thomson Geer, one of the largest commercial law firms in Australia. My role is varied but includes: advising clients, drafting correspondence, appearing in court, briefing counsel (barristers) and generally preparing matters for trial.

## What are some of the highlights and challenges of working in litigation?

Litigation can be a challenging but (in my view) extremely rewarding area of law to practice in.

One of the highlights of working in litigation is the sheer variety of matters that you are exposed to. In the past 6 months I've had the opportunity to act on disputes ranging from: a multinational mining trial, to the sale of a defective passenger aircraft, to the defence of a major education provider against regulatory prosecution.

Each matter that you work on, particularly in a commercial practice such as Thomson Geer, is different and calls on you to apply different aspects of your legal and commercial knowledge. For that reason, the work is always challenging and almost never gets boring.

Another highlight of litigation is the level of responsibility that is generally placed on junior lawyers. It is not uncommon for junior lawyers to be heavily involved in meetings and discussions with clients, developing case theory or appearing in court.

One aspect of litigation which can be challenging is the tight deadlines which must be met. Most litigation is impacted by court ordered deadlines, or urgent client need. This can result in pressure to work quickly while still being thorough and considered.

## Top tips for students wanting to work in your practice area.

### 1. Communication

Communication skills, particularly the ability to communicate contextually and concisely, are important. For example, you have to adopt a very different communication style when you are explaining an issue to your client as opposed to your barrister. Students can demonstrate their communication skills through their resume and cover letter. Write in short, snappy, succinct sentences and avoid 'fluff'. Communicative experience can also be demonstrated by participation in: team sports, retail or hospitality work, negotiation or mooting competitions or any other experience that involves dealing with people.

### 2. Practical commercial understanding

Perhaps more relevant for commercial practice, it is important to have a general understanding of the broader economy and the factors that inform business decisions. The pre-trial resolution of disputes is often based on 'commercial' factors, in addition to legal merit. It is therefore important to be able to demonstrate commercial problem solving skills and the ability to think outside the box. Students can develop these skills by being broadly well read, obtaining life experience (travel/work) and keeping up-to-date with current affairs. If applying for clerkships at Thomson Geer, you'll be able to demonstrate this at our clerk cocktail evening. Otherwise, firms often base a question around it in formal interviews.

Mergers and acquisitions is a general term used to describe a specialised area of commercial law that deals with consolidation of companies throughout various types of financial transactions. This area of practice is governed by several different laws, regulations and customs. This is further complicated when working with international clients and companies.

To learn more about mergers and acquisitions, the AULSS caught up with **Max Jamieson**, Lawyer from Kains Lawyers.

### **What pathway did you get to the practice area you currently work in?**

I'd very much enjoyed Contract, Corporate and Property in my earlier years at University. As is the case for most law students, my starting point was researching firms that had solid practices in areas linked to the subjects which interested me.

I also found conversations with junior lawyers at various firms was really helpful in determining what various practice areas were like at a more day-to-day level. For me, this affirmed my decision to apply at firms with a strong corporate and commercial focus.

One of these firms was Kain Lawyers. I was lucky enough in my penultimate year to be invited to a cocktail evening at Kains, which provided a good opportunity to meet the team, and I left that event with a greater insight into what it would be like working at a corporate law firm. I was employed as a Summer Clerk at Kain Lawyers in 2016, and then hired as a Grad beginning in 2018.

### **What is your work like now in your practice area?**

The work within my current practice area is interesting, varied and practical. Junior lawyers working on transactional matters will often be drafting documents such as completion checklists, board resolutions and discrete parts of sale agreements and due diligence reports. Much of the work undertaken presents the challenge of using the law to advance your client's interests while also being cognisant of the commercial outcome that the client is after.

It's certainly true that at any successful corporate firm the work will be fairly fast paced. For a junior the benefit is twofold; there is very rarely a dull day in the office, and you learn and develop skills within a practice area faster than you would otherwise. Working in a team is essential in order to make deadlines. For me, the opportunity to learn from more experienced lawyers was one of the most enjoyable aspects of my first year in the law.

### **Top tips for students wanting to work in that practice area.**

1. I'd recommend undertaking as much research about a firm as possible. Not only will this increase the strength of your application, you may be able to make a more informed decision as to whether a particular firm or practice group would suit you. Firm websites, careers fairs (other law students society events) and junior members of the profession can be helpful in this regard. It is also worth evaluating whether you are a cultural fit for the firm. Intuitively, friends from University who are most happy in their current role have found a practice area which aligns with their interests, and the firm has a culture which suits their personality.
2. Get as much experience as possible. A paid role is the dream, but some firms will allow you to do a two weeks unpaid work. Similarly, shadowing a lawyer or barrister for a period of time will provide insights into the legal profession which may steer you towards (or away) from a particular firm or practice group. Also, other administrative and volunteering roles have the advantage of providing you with various skills required to work in a professional environment.
3. Life experience is also viewed favourably. This can be experience from working at a bar, or a volunteering role or from being a member of a sporting organisation. Being surrounded by people who are relatable, have a sense of humour and interests outside of law does make your time working in a legal practice more enjoyable.

Personal injury law refers to matters involving physical or psychiatric injury to a natural person. This area of practice often falls within the realm of civil tort cases, but can also include no fault or strict liability schemes such as workers' compensation. Claims in personal injury may arise in a myriad of circumstances, including: workplace incidents, motor vehicle accidents, accidents in a public place or upon someone's property, and during medical treatment. Many practitioners choose to specialise their practice, as each are largely distinct areas of law.

Medical negligence is an example of one of these distinct areas. The AULSS was grateful to chat with **Ester Huxtable**, Special Counsel at Hume Taylor & Co., about her successful career in the field.

### **What is your current role and how did your career trajectory lead you to where you are now?**

I currently work as Special Counsel at Hume Taylor & Co. where I specialise in complex medical negligence (particularly birth-injury) and severe personal injury matters. I was admitted to practice in Tasmania in February 1979 and have practiced ever since! I moved to South Australia with my husband in 1986 and joined Clelands Solicitors where I took over the practice of a departing solicitor. Amongst his files was a birth-injury claim of both child and mother. This was my first medical negligence claim and although it was not an easy fight, I enjoyed the challenge and had great satisfaction in what I achieved. I then had great success working on very large cerebral palsy cases. They were all fought hard, so you just had to put on your battle gear and fight back even harder.

### **What are some of the greatest highlights and challenges of working within the medical negligence field?**

The biggest fight in medical negligence claims is over liability, closely followed by the fight over causation. As a plaintiff lawyer, you are often up against the doctors' huge insurance firms or the Crown representing the hospitals - defendants that have deep pockets. Across my career, I have only had 3 birth-injury matters where liability has been admitted - two were early on in the action and the last was nearly 20 years after the birth. Don't expect that medical negligence claims can be considered a 'quick turn-around' jurisdiction! Only one matter in my career was not difficult - I had to obtain only one expert report, there was no mediation, and proceedings were only required to seek Court approval of the \$5m-plus settlement.

Reaching a good result that ensures your client will have the money necessary to cover all their needs and care for the rest of their life gives you incredible satisfaction. Mothers of injured children talk, and you become known as someone who knows what they're doing, cares and is prepared to fight for them. And you often form a special bond with these people. After working on a birth injury claim that settled after 16 years (virtually outside the Court door), I received a call from J asking if he could name his puppy after me! That was 13 years ago, and he still calls me every Christmas and Mother's Day.

### **What skills and attributes do you think are essential to a successful career in this field?**

Don't give up and stick to your guns - you must be persistent, committed and strong. You need to know what the experts are talking about - do your research. Never take what an expert says at face value; make sure you go to the articles they refer to in their reports and read those references for yourself, digest them and make sure you understand the science. Don't just rely on what the expert is telling you an article has said. Make sure you read all of the hospital and patient records, and make sure you actually know their contents.

Property law relates to assisting clients with navigating their rights and obligations in dealing real property. In the commercial context, property lawyers may advice on transactions such as drafting and renewal of leases, development planning, and the acquisition or disposal of land. Often property lawyers will work with other teams on large commercial transactions. On a smaller scale, property lawyers may assist everyday people (opposed to larger businesses and corporations) with the legal processes surrounding purchasing or selling homes, or tenancy disputes, and often work as (or with) licensed conveyancers.

Property law involves preparing contracts, collating documents, researching specific issues and working with elements of tax and regulatory law. It intertwines a broad range of fields within the law, such as contracts, equity, dispute resolution, environment and planning, and construction law.

The core subject of Property Law (LAW 1511) is a good starting point for students to gauge an interest in this field. Other relevant compulsory subjects include Tort Law (LAW 1507), Contract Law (LAW 1510) and Equity (LAW 2502). Most large corporate law firms contain property or real estate teams, so interested students should consider applying for a commercial clerkship. There are also a number of small firms that specialise in property law that you may consider contacting directly.

To learn more about employment in public law, the AULSS caught up with **Alex Falcinella**. Alex worked as a summer clerk at the Crown Solicitor's Office before being offered a full-time role as a rotating clerk.

### What has been your experience working as a clerk in the public sector?

I spent the summer of 2018/19 clerking at the South Australian Crown Solicitor's Office ('CSO'). The CSO is a section of the Attorney-General's Department and the primary provider of legal services and advice for the state government. Working at the CSO provides an opportunity to experience incredibly diverse work, with the office divided across 5 sections: public law; civil litigation; civil, environment, and Native Title; outposted lawyers; and Crown Counsel.

Clerks were placed in every section and I spent the 8 weeks of my paid clerkship in the Crown Counsel section, which was a fantastic experience. This small team, full of brilliant people, acted as an 'in-house barrister chambers' with members of the team briefed by other CSO solicitors and appearing in court. I spent time observing in all the state courts and tribunals. I researched topics as varied as home detention, chiropractic treatment of animals, and the historical underpinning of current guardianship law, among others. The other clerks were all able to attend court at various times and were exposed to high-level work in their respective areas. More generally, the summer clerkship is a great introduction to a public sector legal workplace, and the clerks experience everything the CSO has to offer.

### What is your advice for students wishing to work in this field?

Although all your friends might be helping clients print money at a big six firm, if you're after something a little more service-minded it is possible to work as a graduate solicitor in the public sector. Although opportunities sometimes appear scant, the two most obvious departments are the CSO and the Department of Public Prosecutions.

Both offer summer clerkship positions, with the deadline for applications very early (around the end of April). They both also offer unpaid PLT placements. However, unlike the private sector, these opportunities often don't lead straight into employment. Getting your name out there is obviously helpful, but both departments recruit through the 'pool' process. Every year the recruitment pools briefly open (it's worth setting an email alert on the I Work for SA website), and the departments recruit their graduates from here. Be warned, they are highly sought-after positions.

Other public sector solicitor roles can be found at the federal level: Commonwealth DPP and the Australian Government Solicitor. It also doesn't hurt to think a little outside the box – the Legal Services Commission, Equal Opportunity Commission, the ACCC, and the AAT all have opportunities to work in the public sector. The internship opportunities that the Public Law Internship subject provide are worth taking up – getting your foot in the door is a great first step.

Public law is an area with a broad range of opportunities. Students in their final year of study who wish to participate in a Graduate Program run by a South Australian Government departments may wish to visit the website for I WORK FOR SA at <<https://iworkfor.sa.gov.au/iworkforsa/paths.php?path=graduates>>.

You may also wish to consider applying for the following organisations if you are interested in a career in public law:

#### Administrative Appeals Tribunal (AAT)

The AAT provides an independent merits review of administrative decisions. The AAT most commonly deals with areas of welfare, child support, migration, taxation, workers compensation and veterans' affairs. It is worth noting that there are some employment opportunities in the AAT for recent graduates, particularly in the form of Associate positions. The AAT does not have a Graduate or Internship program. However, the job vacancies are listed on their website at: <<https://www.aat.gov.au/about-the-aat/working-at-the-aat>>.

#### Attorney-General's Department (AGD)

The AGD delivers programs and policies to maintain and improve Australia's law and justice framework, as well as strengthen national security and emergency management. The AGD runs a Summer Internship Program, as well as an annual Graduate intake. For more information, visit the AG Department's website at: <<https://recruitment.ag.gov.au/jobs/>>.

#### Australian Communications and Media Authority (ACMA)

The ACMA ensures that Australia's media and communication legislation and regulations are upheld in the public interest. It seeks to develop a diverse and enthusiastic work force, as well as create an environment that contributes to professional growth. The ACMA does not have a Graduate or Internship program. However, the job vacancies are listed on their website at: <<https://www.acma.gov.au/theACMA/About/Careers/Working-for-the-ACMA/job>>.

#### Australian Criminal Intelligence Commission (ACIC)

The ACIC aims to reduce the impact of serious and organised crime in Australia. It does this by understanding the criminal environment and determining how Australian law enforcement can respond. The ACIC is governed by its central values of integrity, accountability, innovation, courage and empowerment. The ACIC does not have a graduate or internship program. The job vacancies are listed on their website at: <<https://www.acic.gov.au/about-us/careers>>.

## Australian Defence Force (ADF)

The ADF consists of the Navy, Army and Air Force. All sectors of the ADF offer positions as Legal Officers, who advise commanding officers. These positions involve many areas of law, which can include criminal, civil, international, constitutional, commercial, environmental, employment and privacy laws. The ADF has an annual Graduate intake. For more information, visit the ADF's website at: <<https://www.defencejobs.gov.au/students-and-education/graduate-entry/>>.

## Australian Government Solicitor (AGS)

The AGS provides legal advice to the Commonwealth Government. It functions as a commercial law firm and employs over 400 lawyers. The AGS has an annual Graduate intake. For more information, visit the AGS' website at: <<https://www.ags.gov.au/employment/graduate-employment.html>>.

## Australian Law Reform Commission (ALRC)

The ALRC is a federal agency that reviews Australia's laws to ensure they provide appropriate access to justice for all Australians by making laws and related processes more equitable, modern, fair and efficient. The ALRC has undergraduate Internship positions available. For more information, visit the ALRC's website at: <<https://www.alrc.gov.au/about/careers>>.

## Australian Prudential Regulation Authority (APRA)

APRA is the regulator of the Australian financial industry. APRA predominately regulates banks, insurance and superannuation industries. Positions are open to those in a range of professions, including law, accounting, economics and finance. The APRA has an annual Graduate intake. For more information, visit the APRA's website at: <<https://www.apra.gov.au/apra-graduate-careers>>.

## Australian Securities and Investment Commission (ASIC)

ASIC regulates Australia's corporate and financial services. They help to ensure Australia's economic wellbeing by regulating relations between businesses, investors and consumers. ASIC has an annual Graduate intake. For more information, visit ASIC's website at:

<<https://graduates.asic.gov.au/graduate-program.html>>.

## Australian Security Intelligence Organisation (ASIO)

ASIO's main responsibility is to respond to domestic threats to Australia's security, specifically in relation to politically motivated violence and acts of foreign interference. This primarily involves the collection and analysis of data. The ASIO has an annual Graduate intake. For more information, visit ASIO's website at <<https://www.asio.gov.au/careers.html>>.

## Australian Secret Intelligence Service (ASIS)

ASIS is Australia's national foreign intelligence agency. ASIS aims to protect Australia from individuals or organisations outside of Australia by collecting and analysing secret intelligence. ASIS has an annual Graduate intake. For more information, visit ASIO's website at: <<https://www.asis.gov.au/Careers/Roles-and-Vacancies/Graduate-Program/Overview.html>>.

## Australian Tax Office (ATO)

The ATO is Australia's principal revenue collection facility. It oversees taxation and superannuation, ensuring that the community fulfils their obligations in these areas in full compliance. The ATO has an annual Graduate intake. For more information, visit ASIO's website at: <<https://www.asio.gov.au/careers.html>>.

## Crown Solicitor's Office (CSO)

The CSO, through the Attorney-General, provides a range of legal services to government ministers, agencies and departments, including: legal advice and representation, negotiating commercial contracts, drafting and producing legal documents, counsel for the conduct of summary prosecutions and Magistrate's appeal, native title claims management, land conveyancing, and investigation services. The CSO has an undergraduate clerkship at the Commonwealth level. Additionally, they have an annual Graduate intake as well as Practical Legal Training placements available in South Australia. For more information, visit the CSO's website at: <<https://www.agd.sa.gov.au/justice-system/crown-solicitors-office/cso-employment>>.

## Director of Public Prosecutions - Cth (DPP)

The Commonwealth Director of Public Prosecutions is responsible for prosecuting alleged offences of Commonwealth law, and depriving offenders of the proceeds and benefits of criminal activity. The aim of the DPP is to provide an effective national criminal prosecution service to the Australian community. The DPP does not have a graduate or internship program. The job vacancies are listed on their website at:

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

## Department of Foreign Affairs and Trade (DFAT)

DFAT aims to advance the interests of Australia and Australians internationally. It provides foreign and trade policy advice to the government and works with other government agencies to coordinate Australia's pursuit of its global, regional and bilateral interests. DFAT has an annual Graduate intake. For more information, visit DFAT's website at:

<<https://dfat.gov.au/careers/pages/careers.aspx>>.

## Department of Prime Minister & Cabinet (DPMC)

DPMC is a central Commonwealth agency. Its role is to provide advice to the Prime Minister and the Cabinet about the main issues regarding public and government administration in Australia. DPMC has an annual Graduate intake. For more information, visit DPMC's website at: <<https://www.pmc.gov.au/pmc/careers/graduate-careers>>.

## Director of Public Prosecutions - SA (DPP)

The DPP is a statutory office which initiates and conducts criminal prosecutions in the Magistrates, District and Supreme Courts of South Australia. The DPP has an undergraduate Clerkship, an annual Graduate intake and Practical Legal Training placements available in South Australia. For more information, visit the DPP's website at:

<<https://www.dpp.sa.gov.au/about-us/careers-and-student-placement/>>.

## Reserve Bank of Australia (RBA)

The RBA is the Central Bank of Australia. It aims to maintain the country's economic stability and executes monetary policy. Its objective is to contribute to currency stability, full employment and the economic welfare of the people. The RBA has undergraduate internship programs available, as well as an annual Graduate intake. For more information, visit the RBA's website at:

<<https://www.rba.gov.au/careers/graduate-careers/graduate-development-program.html>>.

## The South Australian Civil and Administrative Tribunal (SACAT)

SACAT is a state tribunal that assists people in South Australia in the resolution of issues within special areas of law, either through agreement at a conference, conciliation/mediation, or through a decision of the Tribunal at hearing. SACAT also conducts reviews of Government decisions. SACAT have an annual Graduate intake. For more information, visit SACAT's website at:

<<http://www.sacat.sa.gov.au/about-sacat/our-structureOther/working-at-sacat>>.

Sports, be it professional or recreational, play a fundamental role in the Australian community, culture and lifestyle. Sports law practitioners deal with a variety of areas of law, including contract, intellectual property, torts, and employment. Given the significant revenue-raising power of sports, and the often high-paying environment sportspersons are a part of, the need for legal boundaries and clarifications is vital to promote the advancement of the industry and advocate fairness.

Pursuing a career in sports law can mean working anywhere from a sporting club, to advising in a boutique law firm. Predominantly, the scope of a sports lawyer's duties, regardless of the setting, will deal with the interpretation or drafting of commercial contracts. This may include assisting players entering into contracts, and advising on the operation of existing contracts or sporting codes when clubs are restructured, reorganised or in times of conflict. Another commonly covered area is intellectual property law, regarding sponsorships and the use of trademarks. Finally, sports-related injury claims and legal liability disputes are issues which often tackled by sports law practitioners.

Students interested in a career in the field of sports law may wish to consider electives such as Sports Law (LAW 3533) and Law of Work (LAW 3517).

Taxation law primarily relates to determining and minimising the tax liabilities imposed by state, federal or international taxes. This may include income tax, superannuation, capital gains tax, fringe benefits tax, payroll tax and stamp duty. Tax is an area of law that is highly technical and constantly changing, particularly given its vulnerability to the political climate and ever-changing policy considerations.

Tax lawyers advise clients on compliance with the complex laws and regulations, either in their general day-to-day affairs or in the context of large business transactions such as acquisitions or restructuring. This often involves close cooperation with other teams within firms and the client themselves. Tax lawyers also assist with managing auditing or tax litigation.

Strong research skills are essential for a career in tax law, given the technical nature of the field. Analytical and critical thinking skills are also highly valued as it is intellectually rigorous. Further, clear written communication skills are necessary in order to provide comprehensive yet understandable advice to clients.

A career in tax may provide students with opportunities to work with clients from a range of different fields such as government departments, banks or private firms and organisations. Taxation teams are prominent in most large commercial firms. A clerkship at a commercial firm would provide students with invaluable exposure to a number of fields, tax law included. Students interested in tax law may wish consider electives such as Income Tax Law (LAW 3521), and Corporate Gatekeepers: Regulatory Perspectives (LAW 3543).

# ALTERNATIVE CAREERS

A career in academia presents a unique opportunity to make impact upon the legal system and our theoretical understanding of the law. While the practice of law can be a deeply rewarding experience, what drives a practitioner is obtaining the best result for their clients. For academics, the reward comes from the opportunity to contribute to wider legal thinking, law reform and policy development. This presents an opportunity for immense personal learning and development. Further, this field facilitates personal development through learning and communicating knowledge to the wider public and the next generation of legal professionals.

If you have a keen interest in legal theory or simply enjoy the far-reaching learning experience that researching in law offers, there are many opportunities available to foster a career path towards academia. The University of Adelaide often promotes opportunities to work as a research assistant on major funded projects, teaching opportunities, such as PASS leadership, and a range of courses centred upon analytical and critical thinking, research and writing, such as Adelaide Law Review and Law Reform.

To learn more about a career as an academic, the AULSS caught up with Associate Professor **Matthew Stubbs** who has been teaching at the Adelaide Law School for over 15 years.

**How did you end up working in academia? Was it always the goal or did you ‘find’ yourself here?**

It wasn't originally my goal. I had intended to be a practitioner, but I was offered a scholarship to come back to do a PhD shortly after I started working as a lawyer. I enjoyed my brief time in the profession, but I had a sense that in the longer term I would find academia more interesting, so I came back.

**What are the most rewarding and most challenging aspects of working in academia?**

Undoubtedly the two most rewarding features of an academic life for me are the intellectual freedom to direct your research into areas you find interesting, and the satisfaction of working with the next generation of lawyers as they learn their craft. Also, although the hours are long in both, there is generally more flexibility in academia to fit work around family time. The worst part of being an academic is marking, but thankfully it's only a small part of the job.

**Do you have any tips for students considering pursuing a career in academia?**

These days, a PhD is the entry qualification to the legal academy. So, students should pursue Honours if they can (or ensure they undertake a research dissertation if they are not able to take Honours), take courses that prepare them for research work (such as Adelaide Law Review or Law Reform), and then apply for a scholarship to undertake a PhD.

Management consultants assist organisations including businesses, not-for-profits and government bodies, with solving their biggest problems in order to improve performance and increase the value they are delivering to their stakeholders. Consulting is not a new industry but has grown and evolved considerably with the evolution of enterprise around the world. With many new challenges facing clients on a daily basis, such as the evolution of technology, management consulting provides a wide variety of work across different industries. Additionally, working for medium to large consulting firms provides opportunities to travel both domestically and overseas.

A background in law combined with other experiences such as extracurricular activities and non-law electives can assist those interested in a management consulting career. At its core, consultants are problem-solvers who need to provide tailor-made solutions to resolve their client's problems. These are skills that law students learn throughout their degree. Additionally, the ability to effectively communicate with clients and stakeholders is vital in consulting. This is a skill that most law students develop, especially by engaging in extracurricular activities and competitions.

Whilst there are no specific subjects or experiences that pertain to becoming a good candidate as a junior or intern consultant, many firms like to hire well-rounded candidates with many different experiences. The qualities and knowledge that firms look for may vary widely, depending on the firm's culture and its offerings to its clients, so make sure you do your research and be interested and engaged in a firm you apply to.

The Legal Services Commission of South Australia (LSC) is the peak body dedicated to assisting South Australians understand and exercise their legal rights. It is an independent body established under the Legal Services Commission Act 1977 (SA), funded by the State and Commonwealth governments. The key services provided by the LSC may be categorised as legal advice, legal representation, and education.

### Legal Advice

Legal advisors operate a free telephone advice service called the Legal Helpline, an online Legal-Chat service, and offer free half-hour legal advice appointments on matters concerning many areas of law. Advisors in these roles have an understanding of a broad range of legal topics, whilst also exercising empathy and pragmatism given their high-level of client engagement.

### Legal Representation

Legal representation is facilitated in numerous ways by the LSC. Parties who receive grants of legal aid can be represented - in relation to criminal law matters and some family law matters - by LSC in-house lawyers or external lawyers who are on the Legal Aid panel.

The LSC also has Duty Solicitors at the Magistrates Courts on a daily basis, offering free, on-the-spot legal advice and representation. Often the Duty Solicitor is the very first person an alleged criminal will meet after being arrested, so a strong and firm, yet approachable character is essential. Under the Criminal Law (Legal Representation) Act 2001 (SA), the LSC is obligated to provide legal representation to persons alleged to have committed serious indictable offences, irrespective of whether they would ordinarily qualify for legal aid funding – this means the LSC often run some of the biggest and most complex criminal legal trials in the State. Another Duty Solicitor program, funded by the Commonwealth Government, is run at the Federal Circuit Court to assist in family law matters. The LSC also has an in-house team of well-qualified Independent Children’s Lawyers who work tirelessly to ensure the best interests of the child are represented.

Further, the LSC has a small but dedicated team working on administrative law matters relating to immigration, Centrelink, and Guardianship Orders – often appearing at the AAT and SA-CAT.

### Education

The Community Legal Education team run a multitude of education programs, seminars and work

shops for the community. The education team aims to inform individuals and groups about their legal rights and obligations. Some of the ongoing programs include: Young People and the Law, Migrant legal education, the Disability Justice program, and the Law for Community Workers program. The CLE team is also responsible for publishing the much-loved and well-used Law Handbook, and a range of publications which can be seen on the LSC website under the education tab.

Graduates may wish to consider a position as an advisor or duty solicitor with the LSC as these positions enable graduates to gain real-life, hands-on experience from the outset of their working life in the profession. Additionally, the LSC runs a Summer Clerkship Program and limited PLT placements.

For more information about the LSC, visit their website at: <https://lsc.sa.gov.au/>.

There are a number of non-government organisations (NGOs) and not-for-profit organisations (NFPs) that operate within the legal profession to provide legal support, representation, advice and education to the local and international community. Becoming involved with a legal or even non-legal NGO or NFP is an exceptionally rewarding experience, both professionally and personally.

Involvement with these organisations demonstrates a genuine interest in the law (opposed to a focus on the dollar-figure), a willingness to participate, and a commitment to helping those in need. Further, volunteering at such organisations highlights personal attributes of empathy, dedication, open-mindedness and initiative.

Below is a little bit about a few of the many NGOs and NFPs that you may wish to explore. You may want to try volunteering on a regular basis, undertaking work experience, or even just helping out at events or on special projects.

### Women's Legal Service

The Women's Legal Service (WLS) is a specialist community legal centre with a focus on women. The WLS positions itself within a feminist political framework and provides legal services to women in need, whilst also maintaining a commitment to community education and outreach to regional and remote areas. The WLS accepts volunteers for administration work, legal advice and legal information. There are two volunteer intakes in January and July, and hours and positions can be negotiated within the organisation.

*“The work that WLSSA provide to the wider community is invaluable. Being part of an organisation which puts empowering women at the heart of everything they do is an honour. Through my time spent at the WLSSA I've managed to see how the law interacts with Women and Family issues, broaden my legal practice skill set, and be introduced to the legal community”* - **Eman Elhelw, Student Volunteer.**

### Southern Community Justice Centre

The Southern Community Justice Centre (SCJC) is a free legal service committed to providing initial and ongoing advice, representation, and referrals to eligible clients living in the South who are unable to pay for a private solicitor but do not qualify for legal aid funding. The SCJC assist in areas of family law, criminal law, child support services, and some civil and employment law matters.

*“Volunteering at a Community Legal Centre will be one of the most rewarding experiences of your law degree! I have learnt the vast majority of my practical legal skills from the solicitors at the Southern Community Justice Centre. And best of all, all the work I've done has contributed to the provision of accessible legal services!”* - **Jessica Wakelam, Student Volunteer.**

### Aboriginal Legal Rights Movement

The Aboriginal Legal Rights Movement (ALRM) is a not-for-profit and independent Aboriginal Community Controlled Organisation. ALRM's aim is to assist Aboriginal people, particularly those in prison or detained in custody, to relieve their poverty, the consequences of their dispossession and social misfortune, and to assist further in removing destitution and helplessness amongst Aboriginal people through the use of the law. Law students are able to apply to volunteer within the ALRM. Common roles include office administration, law and research clerks, community legal education, book-keeping and financial counseling.

*“My time at ALRM provided me with insight into how a legal office operated and the opportunity to work closely with lawyers, attend court and learn the basics of being a law clerk. It's a wonderful and friendly environment to work in and I highly recommend applying, especially for those interested in criminal law and/or Aboriginal rights.”* - **Appurva Raaj, Student Volunteer.**

Working in politics is well suited for those who enjoy policy making, are involved in current affairs, and want to represent the community. The open-ended nature of politics means that there are a diversity of jobs, including being an elected member of parliament, providing research or advice to members of parliament, or assisting in campaign management and promotion. A member of parliament can expect to deliver speeches, attend meetings, vote on legislations and negotiate. During election period, campaigning and advocating your party's policies to the community and the media are all opportunities attached to a career in politics.

Unlike other law careers, getting your foot in the door in politics can be a lot easier. This can be as simple as getting involved with political clubs at university and participating in student elections. It is also worth considering joining your favoured political party and their associated clubs.

Graduates hoping to pursue a career in politics will benefit from understanding aspects of parliamentary procedures and public law matters in a number of the core courses covered throughout their law degree. Additionally, students may wish to consider electives such as The Politics of Law (LAW 2561) to deepen their understanding of political theories and texts. Understanding key social issues, such as in Aliens and Citizens (LAW 2570), may also be advisable. Undertaking a double degree with a Bachelor of Arts majoring in International Studies or Politics will certainly help progress your career as a politician.

Completing a law degree, especially when combined with a commerce degree, can open doors beyond common and traditional legal fields. Private equity is one of the specialised areas of work that are available. A career in private equity generally begins as an analyst where you assist in the management of assets through creating and analysing financial models on various projects and then presenting your findings to peers. Private equity requires an holistic understanding of many areas of the global economy such as agriculture, emerging markets, clean energy and property, as firms often have investments across all these fields. The firms themselves may be boutique or form a part of a large financial institution, so there is the ability to find a working culture that suits you. This is a career path that could offer you a lot of flexibility and variety. Additionally, it can also be easily pursued internationally which offers numerous more opportunities.

A background in law can assist those in the private equity field because the issues facing analysts often involve complex problem solving skills and the ability to objectively analyse the facts unique to the various situations. Being able to effectively and concisely communicate a solution to superiors is also an important skill and one which law students build throughout their degree. Likewise, attention to detail is essential considering the amount of assets that firms have under management. If you enjoy problem solving and have an interest in finance, a career in this field may be suited for you.

Students interested in working in private equity may wish to consider electives such as Commercial Equity (LAW 3511) and Secured Transactions Law (LAW 3542). Completing a double degree with Commerce will obviously be an advantage and the business school also offers many courses that cover principles of Private Equity.

# ADDRESS BOOK

## Law Firms

### *Addisons Lawyers*

Office Address: Level 12, 60 Carrington Street  
Sydney, New South Wales 2000  
Website: <http://www.addisonslawyers.com.au/>  
Telephone: +61 2 8915 1000  
Email: [mail@addisonslawyers.com.au](mailto:mail@addisonslawyers.com.au)

### *Allen & Overy*

Office Address: Level 25 85 Castlereagh Street  
Sydney NSW 2000  
Website: [www.allenoverly.com](http://www.allenoverly.com)  
Telephone: +61 2 9373 7700  
Email: [australian.recruitment@allenoverly.com](mailto:australian.recruitment@allenoverly.com)

### *Allens Linklaters*

Office Address: Level 37 101 Collins Street Melbourne VIC 3000  
Website: [www.allens.com.au](http://www.allens.com.au)  
Telephone: +61 3 9614 1011  
Email: [student.careers@allens.com.au](mailto:student.careers@allens.com.au)

### *Ashurst*

Office Address: 181 William St, Melbourne VIC 3000  
Website: [www.ashurst.com](http://www.ashurst.com)  
Telephone: +61 3 9679 3000  
Email: [Graduate.Programs@ashurst.com](mailto:Graduate.Programs@ashurst.com)

### *Arnold Bloch Leibler*

Office Address: Level 21 333 Collins Street  
Melbourne VIC 3000  
Level 24  
Chifley Tower, 2 Chifley Square  
Sydney NSW 2000  
Website: [www.abl.com.au](http://www.abl.com.au)  
Telephone: +61 3 9229 9999  
Email: Alexandra Burns (Human Resources Administrator)  
[aburns@abl.com.au](mailto:aburns@abl.com.au)

### Clifford Chance

Office Address: Level 16, No. 1 O'Connell Street  
Sydney NSW 2000  
Website: <https://www.cliffordchance.com/home.html>  
Telephone: +61 2 89228000

### Clyde & Co

Office Address: level 15/333 George St, Sydney NSW 2000  
Website: <https://www.clydeco.com/>  
Telephone: +61 2 9210 4400

### Baker McKenzie

Office Address: Level 19 181 William Street Melbourne VIC 3000  
Website: [www.bakermckenzie.com](http://www.bakermckenzie.com)  
Telephone: +61 3 9617 4200

### Barraket Stanton

Office Address: Level 19 1/90 Arthur St, North Sydney NSW 2060  
Website: <https://www.barraketstanton.com/>  
Telephone: +61 2 8920 1344

### Clayton Utz

Office Address: Level 18 333 Collins Street Melbourne VIC 3000  
Website: [www.claytonutz.com.au](http://www.claytonutz.com.au)  
Telephone: +61 3 9286 6000  
Email: Alison Tassiou (Graduate Resourcing Consultant)  
[atassiou@claytonutz.com](mailto:atassiou@claytonutz.com)

### Colin Biggers & Paisely

Office Address: 2/2 Park St, Sydney NSW 2000  
Website: <https://www.cbpc.com.au/>  
Telephone: +61 2 8281 4555

### Cosoff Cudmore Knox

Office Address: 73 Wakefield Street  
Adelaide SA 5000  
Website: [www.ccklawyers.com](http://www.ccklawyers.com)  
Telephone: +61 8 8211 7955  
Email: [cc@ccklawyers.com](mailto:cc@ccklawyers.com)

### Commercial & Legal

Office Address: 278 Flinders St, Adelaide SA 5000  
Website: [www.commercialandlegal-legalservices.com.au](http://www.commercialandlegal-legalservices.com.au)  
Telephone: +61 8 8206 8444

### Cowell Clarke

Office Address: Level 9 63 Pirie St  
Adelaide SA 5000  
Website: <http://www.cowellclarke.com.au>  
Telephone: +61 8 8228 1111  
Email: Pina Zito (HR Advisor) [careers@cowellclarke.com.au](mailto:careers@cowellclarke.com.au)

### DLA Piper

Office Address: Level 21 140 William Street Melbourne VIC 3000  
Website: [www.dlapiper.com](http://www.dlapiper.com)  
Telephone: +61 3 9274 5000

### Corrs Chambers Westgarth

Office Address: Level 25, 567 Collins Street  
Melbourne VIC 3000  
Website: <http://www.corrs.com.au>  
Telephone: +61 3 9672 3000  
Email: Marianne Saliba (People & Performance Consultant)  
[marianne.saliba@corrs.com.au](mailto:marianne.saliba@corrs.com.au)

### DMAW Lawyers

Office Address: Level 3, 80 King William Street  
Adelaide SA 5000

Website: [www.dmawlawyers.com.au](http://www.dmawlawyers.com.au)

Telephone: +61 8 8210 2222

Email: Manager – People and Development  
[hr@dmawlawyers.com.au](mailto:hr@dmawlawyers.com.au)

### Finlaysons Lawyers

Office Address: 81 Flinders Street  
Adelaide SA 5000

Website: <https://www.finlaysons.com.au/>

Telephone: +61 8 8235 7400

Email: Jessica Houston (People & Development Advisor)  
[Jessica.Houston@finlaysons.com.au](mailto:Jessica.Houston@finlaysons.com.au)

### Fisher Jeffries

Office Address: Level 1 19 Gouger Street  
Adelaide SA 5000

Website: <http://www.fisherjeffries.com.au/>

Telephone: +61 8 8233 0600

Email: [fj@fisherjeffries.com.au](mailto:fj@fisherjeffries.com.au)

### Gadens

Office Address: Level 1 19 Gouger Street  
Adelaide South Australia 5000

Website: [www.gadens.com](http://www.gadens.com)

Telephone: +61 8 8233 0600

### Gilbert + Tobin Lawyers

Office Address: Level 22 101 Collins Street  
Melbourne VIC 3000

Website: [www.gtlaw.com.au](http://www.gtlaw.com.au)

Telephone: +61 3 8656 3300

Email: [info@gtlaw.com.au](mailto:info@gtlaw.com.au)

### Herbert Smith Freehills

Office Address: 101 Collins Street  
Melbourne VIC 3000

Website: <https://www.herbertsmithfreehills.com/>

Telephone: +61 3 9288 1234

Email: Hong Le (Graduate Recruitment Consultant)  
[graduatesmelbourne@hsf.com](mailto:graduatesmelbourne@hsf.com)

### Hunt & Hunt

Office Address: Level 5, 114 William Street, Melbourne VIC 3000

Website: [www.huntandhunt.com.au](http://www.huntandhunt.com.au)

Telephone: +61 3 8602 9200

Email: [humanresources@huntvic.com.au](mailto:humanresources@huntvic.com.au)

### HWL Ebsworth

Office Address: Level 19 181 William Street Melbourne VIC 3000

Website: [www.bakermckenzie.com](http://www.bakermckenzie.com)

Telephone: +61 3 9617 4200

### Johnson Winter & Slattery

Office Address: Level 9 211 Victoria Square Adelaide SA 5000

Website: [www.jws.com.au](http://www.jws.com.au)

Telephone: +61 8 8239 7111

Email: [connie.herbert@jws.com.au](mailto:connie.herbert@jws.com.au)

### Jones Day

Office Address: Aurora Place, Level 41 / 88 Phillip St, Sydney NSW  
2000

Website: [www.jonesday.com](http://www.jonesday.com)

Telephone: +61 2 8272 0500

Email: Sam Garner  
[sam.garner@au.kwm.com](mailto:sam.garner@au.kwm.com)

### K&L Gates

Office Address: Level 25, 525 Collins Street  
Melbourne VIC 3000

Website: <http://www.klgates.com/>

Telephone: +61 3 9205 2000

### Kain Lawyers

Office Address: 315 Wakefield St  
Adelaide 5000  
Website: [www.kainlawyers.com.au](http://www.kainlawyers.com.au)  
Telephone: +61 8 7220 0900

### King & Wood Mallesons

Office Address: Level 50 Bourke Place  
600 Bourke Street  
VIC 3000  
Website: <http://www.kwm.com/en/au>  
Telephone: +61 3 9643 4000  
Email: Sam Garner (Graduate Careers)

### Lipman Karas

Office Address: Level 23 Grenfell Centre  
25 Grenfell Street  
Adelaide SA 5000  
Website: [www.lipmankaras.com](http://www.lipmankaras.com)  
Telephone: +61 8 8239 4600

### Maddocks

Office Address: Level 6, 140 William Street  
Melbourne VIC 3000  
Website: [www.maddocks.com.au](http://www.maddocks.com.au)  
Telephone: +61 3 9258 3555  
Email: [info@maddocks.com.au](mailto:info@maddocks.com.au)

### Maurice Blackburn

Office Address: Level 10, 456 Lonsdale Street  
Melbourne VIC 3000  
Website: [www.mauriceblackburn.com.au](http://www.mauriceblackburn.com.au)  
Telephone: +61 3 9605 2700  
Email: [recruitment@mauriceblackburn.com.au](mailto:recruitment@mauriceblackburn.com.au)

### McCullough Robertson

Office Address: MLC Centre, Level 32, 19 Martin Pl, Sydney NSW 2000  
Website: [www.mccullough.com.au](http://www.mccullough.com.au)  
Telephone: +61 2 8241 5600

### Mills Oakley

Office Address: Level 7/151 Clarence St, Sydney NSW 2000  
Website: [/www.millsOakley.com.au](http://www.millsOakley.com.au)  
Telephone: +61 2 8289 5800

### Minter Ellison

Office Address: Level 10, Grenfell Centre, 25 Grenfell Street  
Adelaide SA 5000  
Website: <https://www.minterellison.com/>  
Telephone: +61 8 8233 5555  
Email: Vanda Mutton (Senior Human Resources Advisor)  
[Vanda.Mutton@minterellison.com](mailto:Vanda.Mutton@minterellison.com)

### Norman Waterhouse

Office Address: Level 15/45 Pirie Street  
Adelaide SA 5000  
Website: [www.normans.com.au](http://www.normans.com.au)  
Telephone: +61 8 8210 1200  
Email: Ingrid Schwarz (People & Development Coordinator)  
[ischwarz@normans.com.au](mailto:ischwarz@normans.com.au)

### Norton Rose Fullbright

Office Address: 44 Martin Place  
Sydney NSW 2000  
Website: [www.nortonrosefullbright.com](http://www.nortonrosefullbright.com)  
Telephone: +61 2 9330 8000  
Email: Milly Waters (Human Resources Coordinator)  
[milly.waters@nortonrosefullbright.com](mailto:milly.waters@nortonrosefullbright.com)

## Governmental Departments and Agencies

### O'Loughlins

Office Address: 2/99 Frome St, Adelaide SA 5000  
 Website: www.oloughlins.com.au  
 Telephone: +61 8 8111 4000

### Piper Alderman

Office Address: Level 16, 70 Franklin Street  
 Adelaide SA 5000  
 Website: www.piperalderman.com.au  
 Telephone: +61 8 8205 3333  
 Email: Emily Mortimer (Human Resources Advisor)  
 emortimer@piperalderman.com.au

### Russell Kennedy

Office Address: Level 12, 469 La Trobe Street  
 Melbourne, VIC 3000  
 Website: www.rk.com.au  
 Telephone: +61 3 9609 1555  
 Email: Heidi Ulrich (Advisor – People & Culture)  
 hulrich@rk.com.au

### Slater & Gordon

Office Address: 485 La Trobe Street  
 Melbourne, Victoria 3000  
 Website: https://www.slatergordon.com.au/  
 Telephone: (03) 9949 8760  
 Email: Careers@slatergordon.com.au

### Thomson Geer

Office Address: Level 7, 19 Gouger Street  
 Adelaide, SA 5000  
 Website: www.tglaw.com.au  
 Telephone: +61 8 8236 1300  
 Email: hr@tglaw.com.au

### Wallmans Lawyers

Office Address: Level 5, 400 King William St  
 Adelaide SA 5000  
 Website: www.wallmans.com.au  
 Telephone: +61 8 8235 3066

### Administrative Appeals Tribunal (AAT)

Website: <http://www.aat.gov.au/about-the-aat/working-at-the-aat>  
 Contact: The recruitment team at the AAT is contactable on (02) 9276 5547 or by email at [recruitment@aat.gov.au](mailto:recruitment@aat.gov.au)  
 Graduate Positions: The AAT accept rolling applications for legal, financial, policy, human resources, administration and IT roles  
 How to apply: Find current vacancies at <http://www.aat.gov.au/about-the-aat/working-at-the-aat>.

### Attorney-General Department

Website: Cth: [www.ag.gov.au](http://www.ag.gov.au)  
 SA: <http://www.agd.sa.gov.au>  
 Graduate Positions: The Graduate Recruitment Program is a 12-month training and development program that provides a comprehensive and challenging introduction into a South Australian Public Sector career path. The Attorney-General's Department actively seeks graduates through this program, particularly suitably qualified Aboriginal or Torres Strait Islander graduates.  
 Summer Intern: Cth: Students must have recently graduated or have no more than 2 semesters to complete in their degree.  
 How to apply: Cth: <http://www.ag.gov.au/About/Careers/Pages/default.aspx>  
 Via website: SA: <http://www.agd.sa.gov.au/government/careers-attorney-generals-department-agd>

### Australian Competition and Consumer Commission

Website: <http://www.accc.gov.au>  
 Graduate Positions: Graduates must have completed a three year degree by the time the graduate program commences. Graduate areas of study could include, law, public policy, financial modeling, industrial economics and econometrics. Students in their final year can also apply for a paid summer internship.  
 How to apply: See website for details.

### Australian Crime Commission (ACC)

Website: <https://crimecommission.gov.au/careers>  
 Contact: [recruitment@crimecommission.gov.au](mailto:recruitment@crimecommission.gov.au)  
 Graduate Positions: The ACC offers a variety of position in policing, intelligence, academia, criminology, IT, finance and economics  
 How to apply: Apply on the website

### Australian Defence Force (ADF)

Website <http://www.defencejobs.gov.au>  
Contact The Recruitment Centre can be contacted on 131901, or a form can be completed online at <https://www.defencejobs.gov.au>  
Graduate Positions The Navy, Army and Air Force offer Legal Officer positions, which cover many areas of law.  
How to apply Apply online at <https://www.defencejobs.gov.au/olat/workflows/olat-main/getting-started.aspx>

### Australian Federal Police

Website <http://www.afp.gov.au>  
Graduate Positions University students with a minimum 3 year degree can apply. See website for areas you can work in: <http://www.afp.gov.au/jobs/graduate-program/areas-you-can-work-in.aspx>  
How to apply Apply via website at <http://www.afp.gov.au/jobs/current-vacancies>

### Australian Government Solicitors

Office Address: Level 5, 101 Pine Street  
Adelaide SA 5000  
Website: [www.ag.gov.au](http://www.ag.gov.au)  
Telephone: 08 8205 4211  
Email: Adrienne North [adrienne.north@ags.gov.au](mailto:adrienne.north@ags.gov.au)

### Australian Law Reform Commission

Website <http://www.alrc.gov.au>  
Graduate Positions Internships provide an opportunity for students to increase their awareness of law reform issues while also allowing the ALRC to benefit from students' research and writing skills. Intern work is credited in ALRC publications.  
How to apply Apply via website at <http://www.alrc.gov.au/content/apply-part-time-internship-semester-1>

### Australian Prudential Regulation Authority (APRA)

Website <http://www.apra.gov.au/AboutAPRA/WorkingAtAPRA/Pages/Default.aspx>  
Contact Submit an enquiry at <http://www.apra.gov.au/Pages/Contact-APRA.aspx> or call 1300 55 88 49  
Graduate Positions APRA offers a 12-month Graduate Program, which includes mentoring and rotation through divisions of APRA.  
How to apply Applications can be submitted at <http://www.apra.gov.au/AboutAPRA/WorkingAtAPRA/Pages/graduate-program.aspx>

### Australian Secret Intelligence Service (ASIS)

Website <https://www.asis.gov.au/Careers/Overview.html>  
Contact For graduate recruitment, call (02) 6261 9907  
Graduate Positions ASIS have a 12 month graduate program called ACTI VATE, which involves a broad overview of the organisation.  
How to apply Apply at <http://www.asis.gov.au/Careers/Roles-and-Vacancies/Graduate-Program/Overview.html> when positions open

### Australian Security Intelligence Organisation (ASIO)

Website <http://www.asio.gov.au/Careers/Overview.html>  
Contact To enquire about recruitment, call 02 6257 4916  
Graduate Positions ASIO offers positions as an Intelligence Officer, Intelligence Analyst, or Business and Corporate Services positions.  
How to apply Online applications can be submitted at <http://www.asio.gov.au/Careers/Overview.html>

### Australian Securities and Investment Commission (ASIC)

Website <http://asic.gov.au/about-asic/careers-at-asic/graduateprogram@asic.gov.au>  
Contact [careers@asic.gov.au](mailto:careers@asic.gov.au)  
Graduate Positions ASIC has a Graduate Program that offers positions in accounting, business, economics, finance, maths, statistics law and social science.  
How to apply Apply on the website

### Australian Taxation Office (ATO)

Website <https://www.ato.gov.au/About-ATO/Careers/taxofficecareers@ato.gov.au>  
Contact [EntryLevelPrograms@ato.gov.au](mailto:EntryLevelPrograms@ato.gov.au)  
Graduate Positions Graduate positions with the ATO are offered for many positions, including law, commerce, business, IT, accounting and finance.  
How to apply Applications are online via [destination.ato.gov.au](http://destination.ato.gov.au)

### Commonwealth Ombudsman

Website <http://www.ombudsman.gov.au>  
Graduate Positions All vacant positions will be advertised on the website. The Commonwealth Ombudsman has offices in Canberra, Sydney, Melbourne, Adelaide, Perth and Darwin. It is important to nominate your preference on application.  
How to apply Check the current vacancies on the website and email applications to [recruitment@ombudsman.gov.au](mailto:recruitment@ombudsman.gov.au)

### Crown Solicitors Office

Office Address: Level 9, 45 Pine Street,  
Adelaide SA 5000  
Website: <https://www.agds.gov.au/justice-system/crown-solicitors-office>  
Telephone: +61 8 8463 6558  
Email: [CSO-BusinessServices@sa.gov.au](mailto:CSO-BusinessServices@sa.gov.au)

### Department of Defence

Website <http://www.defence.gov.au>  
Graduate Positions Graduate programs are offered in four pathways; the Defence Policy and Intelligence Pathway, Defence Corporate Pathway, Defence Science and Technology Pathway and Defence Capability Pathway.  
How to apply Via website at <http://www.defence.gov.au/graduates/>

### Department of Environment, Water & Natural Resources

Website <http://www.environment.sa.gov.au/Home>  
Graduate Positions DEWNR offers corporate-based graduate employment in finance/accounting, science (natural resource management, biology, geo-graphic information systems, political science), information technology, human resources, social sciences, law, arts. Graduates are also offered one or two year employment contracts with the possibility of ongoing employment. To be considered for a DEWNR graduate role, please register on the SA Public Sector Graduate Employment Register. All corporate-based graduate applications are sourced from this register.  
How to apply

### Department of Foreign Affairs and Trade

Website <http://dfat.gov.au/pages/default.aspx>  
Graduate Positions The Policy Graduate Program is for applicants from all academic backgrounds and prepares successful candidates for a career as a generalist policy officer. Policy graduates work to advance Australia's interests across a broad range of areas — from security to human rights, international trade to development and aid management, and represent Australia in a formal capacity while serving overseas.  
How to apply Via website at <http://dfat.gov.au/careers/graduate-recruitment/Pages/dfat-graduate-program-2017.aspx>

### Australian Prudential Regulation Authority (APRA)

Website <http://www.apra.gov.au/AboutAPRA/WorkingAtAPRA/Pages/Default.aspx>  
Contact Submit an enquiry at <http://www.apra.gov.au/Pages/Contact-APRA.aspx> or call 1300 55 88 49  
Graduate Positions APRA offers a 12-month Graduate Program, which includes mentoring and rotation through divisions of APRA.  
How to apply Applications can be submitted at <http://www.apra.gov.au/AboutAPRA/WorkingAtAPRA/Pages/graduate-program.aspx>.

### Australian Secret Intelligence Service (ASIS)

Website <https://www.asis.gov.au/Careers/Overview.html>  
Contact For graduate recruitment, call (02) 6261 9907  
Graduate Positions ASIS have a 12 month graduate program called ACITVAITE, which involves a broad overview of the organisation.  
How to apply Apply at <http://www.asis.gov.au/Careers/Roles-and-Vacancies/Graduate-Program/Overview.html> when positions open

### Australian Security Intelligence Organisation (ASIO)

Website <http://www.asiogov.au/Careers/Overview.html>  
Contact To enquire about recruitment, call (02) 6257 4916  
Graduate Positions ASIO offers positions as an Intelligence Officer, Intelligence Analyst, or Business and Corporate Services positions.  
How to apply Online applications can be submitted at <http://www.asiogov.au/Careers/Overview.html>

### Australian Securities and Investment Commission (ASIC)

Website <http://asic.gov.au/about-asic/careers-at-asic/>  
Contact [graduateprogram@asic.gov.au](mailto:graduateprogram@asic.gov.au), [careers@asic.gov.au](mailto:careers@asic.gov.au)  
Graduate Positions ASIC has a Graduate Program that offers positions in accounting, business, economics, finance, maths, statistics law and social science.  
How to apply Apply on the website

### Australian Taxation Office (ATO)

Website <https://www.ato.gov.au/About-ATO/Careers/taxofficecareers@atogov.au>, [EntryLevelPrograms@atogov.au](mailto:EntryLevelPrograms@atogov.au)  
Contact [EntryLevelPrograms@atogov.au](mailto:EntryLevelPrograms@atogov.au)  
Graduate Positions Graduate positions with the ATO are offered for many positions, including law, commerce, business, IT, accounting and finance.  
How to apply Applications are online via [destinationatogov.au](http://destinationatogov.au)

### Commonwealth Ombudsman

Website <http://www.ombudsman.gov.au>  
Graduate Positions All vacant positions will be advertised on the website. The Commonwealth Ombudsman has offices in Canberra, Sydney, Melbourne, Adelaide, Perth and Darwin. It is important to nominate your preference on application.  
How to apply Check the current vacancies on the website and email applications to [recruitment@ombudsman.gov.au](mailto:recruitment@ombudsman.gov.au)

### Crown Solicitors Office

Office Address: Level 9, 45 Pine Street, Adelaide SA 5000  
Website: <https://www.wagds.gov.au/justice-system/crown-solicitors-office>  
Telephone: +61 8 8463 6558  
Email: [CSO-BusinessServices@sagov.au](mailto:CSO-BusinessServices@sagov.au)

### Department of Defence

Website <http://www.defence.gov.au>  
Graduate Positions Graduate programs are offered in four pathways; the Defence Policy and Intelligence Pathway, Defence Corporate Pathway, Defence Science and Technology Pathway and Defence Capability Pathway.  
How to apply Via website at <http://www.defence.gov.au/graduates/>

### Department of Environment, Water & Natural Resources

Website <http://www.environment.sa.gov.au/Home>  
Graduate Positions DEWNR offers corporate-based graduate employment in finance/accounting, science (natural resource management, biology, geo-graphic information systems, political science), information technology, human resources, social sciences, law, arts. Graduates are also offered one or two year employment contracts with the possibility of ongoing employment.  
How to apply To be considered for a DEWNR graduate role, please register on the SA Public Sector Graduate Employment Register. All corporate-based graduate applications are sourced from this register.

### Department of Foreign Affairs and Trade

Website

Graduate Positions

<http://dfat.gov.au/pages/default.aspx>

The Policy Graduate Program is for applicants from all academic backgrounds and prepares successful candidates for a career as a generalist policy officer. Policy graduates work to advance Australia's interests across a broad range of areas — from security to human rights, international trade to development and aid management, and represent Australia in a formal capacity while serving overseas.

How to apply

Via website at <http://dfat.gov.au/careers/graduate-recruitment/Pages/dfat-graduate-program-2017.aspx>

### Department of Sustainable Environment, Water, Population & Communities

Website

Graduate Positions

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

There are three rotations of approximately 12 weeks each in different divisions to allow you to experience a diverse range of areas. This can include Kakadu National Park in the NT, Booderee National Park in Jervis Bay or the Scientist Division in Darwin.

How to apply

Information on how to apply is found at <https://www.environment.gov.au/about-us/employment/graduate-programme/how-apply>

### Department of Immigration & Border Protection

Website

Graduate Positions

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

The Graduate Program accepts applicants from a broad range of disciplines. Successful applicants will gain experience in a range of areas within the department, including refugee and humanitarian issues, legal services, policy and research, applying legislation and border enforcement.

How to apply

Information on how to apply is found at <https://www.border.gov.au/about/careers-recruitment/graduate-development-programme>

### Department of Premier & Cabinet

Website

Graduate Positions

[www.dpcs.gov.au](http://www.dpcs.gov.au)

The DPC Graduate Program provides an excellent pathway into the department, and opens up future opportunities for a career in government. The program aims to increase the capacity of the department's graduates by providing a consistent, comprehensive and logically structured program of professional development. The program involves participants gaining a wide range of skills, knowledge and experiences over a 12 month period. Via online application form on website <http://www.dpcs.gov.au/how-apply>

How to apply

### Department of Prime Minister & Cabinet

Website

Graduate Positions

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

As a PM&C graduate you will be at the core of government decision making working on high priority government initiatives covering contemporary issues such as economic reform, health, social policy, natural resources, the environment, national security, government and international relations. The PM&C Graduate Program runs for one year and offers challenging and rewarding experiences through work rotations across various areas of the Department.

How to apply

Information on how to apply is found at <https://www.dpmc.gov.au/pmc/careers/graduate-careers>

### Department of Treasury

Website

Graduate Positions

<http://www.treasury.gov.au>

The Treasury Graduate Program offers three rotations over an 18 month programme with on-the-job training with subject matter experts. Graduates have been involved in developing the Federal Budget, Australia's involvement in the OECD, Corporate and Tax legislation and Foreign Investment and Trade Policy.

How to apply

Information on how to apply is found at <http://graduate.treasury.gov.au/application-process/>

### Department of Treasury & Finance

Website

Graduate Positions

<http://www.treasury.sa.gov.au>

Graduates within accounting, commerce, economics and finance disciplines are recruited into the Graduate Development Program (GDP). The GDP consists of a 12 month structured training program with graduates employed by a diverse range of agencies.

How to apply

[graduate-development-program/how-to-apply-for-the-gdp](http://www.treasury.sa.gov.au/our-department/graduate-development-program/how-to-apply-for-the-gdp)

See website for details <http://www.treasury.sa.gov.au/our-department/graduate-development-program/how-to-apply-for-the-gdp>

### Commonwealth Director of Public Prosecution

Office Address:

12th Floor, 211 Victoria Square  
ADELAIDE SA 5000

Website:

[www.cdpp.gov.au](http://www.cdpp.gov.au)

Telephone:

+61 8 8238 2600

Email:

[adelaide@cdpp.gov.au](mailto:adelaide@cdpp.gov.au)

### Office of the Director of Public Prosecutions

Office Address:

Level 7, 45 Pirie Street  
Adelaide SA 5000

Website:

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

Telephone:

(08) 8207 1529

Email:

[dpp2@sagov.au](mailto:dpp2@sagov.au)

### Reserve Bank of Australia (RBA)

Website

Contact

Graduate Positions

<http://www.rba.gov.au/careers/>

[careers@rba.gov.au](mailto:careers@rba.gov.au), [graduates@rba.gov.au](mailto:graduates@rba.gov.au)

The RBA offers internships for economics and finance students and graduate options for undergraduates and postgraduates.

How to apply

Apply on the website

### South Australian Police

Website

Graduate Positions

<https://www.police.sa.gov.au>

Depending on the discipline, you can be employed in a variety of locations for up to for 12 months and your program will focus on ethics, legislation, team work, communication, health and safety, diversity, working effectively and government protocols.

How to apply

To find out more or to register for the program visit [www.graduate.sa.gov.au](http://www.graduate.sa.gov.au).

## Legal Centres

### Aboriginal Legal Rights Movement

Address 321-325 King William St. Adelaide SA 5000  
Website <http://www.alrm.org.au/index.html>  
Contact [info@alrm.org.au](mailto:info@alrm.org.au)  
About ALRM aim to assist Aboriginal people, which includes preventing imprisonment,  
How to be involved To receive an application form, email [jodiem@alrm.org.au](mailto:jodiem@alrm.org.au),

### Australian Refugee Association

Address 304 Henley Beach Road, Underdale SA 5032  
Website <http://www.australianrefugee.org>  
Contact 8354 2951 or [reception@ausref.net](mailto:reception@ausref.net)  
About ARA aims to help refugees become settled in Australia and provide them with opportunities to be productive citizens. This involves assisting them with social, cultural and economic life in Australia.  
How to be involved To become involved in the ARA's volunteer programs, download an application form from <http://www.australianrefugee.org/volunteer/>

### The Environmental Defender's Office

Address Level 1, 182 Victoria Square, Adelaide SA 5000  
Website <http://www.edosa.org.au>  
Contact [edosa@edo.org.au](mailto:edosa@edo.org.au)  
About The EDO uses legal mechanisms to protect the environment, provide community education and advocate for policy and law reform to improve environmental laws.  
How to be involved To learn more or apply, please visit [http://www.edosa.org.au/law\\_students](http://www.edosa.org.au/law_students)

### Hope Cafe

Address Corner of The Parade and Portrush Road, Beulah Park, Adelaide, South Australia 5067  
Website <http://claytonwesley.org.au/community/hopes-cafe/>  
Contact If you'd like to volunteer or have any questions, contact Uniting Communities on (08) 8331 3529 or <http://www.unitingcommunities.org/>  
About Hope Cafe is a community organisation which provides support to refugees through initiatives such as English classes, employ

### JusticeNet

Website <http://www.justicenet.org.au>  
Contact +61 8 8313 5005  
About JusticeNet aims to provide applicants with legal advice or representation by referring clients to member lawyers, facilitating pro bono assistance and collaborating with existing legal service providers.  
How to be involved Please send an email to [admin@justicenet.org.au](mailto:admin@justicenet.org.au) enclosing your resume and academic transcript.

### Roma Mitchell Community Legal Centre

Address Roma Mitchell Inc 110 The Parade, Norwood SA 5067  
Website [www.mhrvsauspics.org.au](http://www.mhrvsauspics.org.au)  
Contact +61 8 8362 1199  
About Roma Mitchell provides legal advice and referral, e-volunteering, promotion of human rights and advocacy.  
How to be involved Contact e-vol coordinator Patrick Byrt [rmcdc@ozemail.com.au](mailto:rmcdc@ozemail.com.au)

### Southern Community Justice Centre

Address 40 Beach Road, Christies Beach SA 5165  
Website <http://www.sjcc.com.au/index.html>  
Contact 8384 5222  
About Southern Community Justice Centre, incorporating Community Mediation Services, is committed to providing a high quality professional service which makes a difference in the lives of individuals, families and communities. They offer advice many areas of law, including criminal and family law.  
How to be involved Find information on how to be involved online

### Welfare Rights Centre (SA)

Address Level 5 97 Pine Street Adelaide 5000  
Website [www.wrcsa.org.au](http://www.wrcsa.org.au)  
Contact +61 8 8223 1338 or [volunteer@wrcsa.org.au](mailto:volunteer@wrcsa.org.au)  
About WRC assists people with Centrelink issues, including discussing with clients, advising and assisting with the appeals process.  
How to be involved Complete application form via website: <http://www.wrcsa.org.au/page2.html>

### Women's Legal Service (WLS)

Address 151 Franklin Street, Adelaide SA 5000  
Website <http://www.wlssa.org.au>  
Contact [admin@wlssa.org.au](mailto:admin@wlssa.org.au)  
About WLS provide legal advice, assistance, referrals and representation to women in need.  
How to be involved Fill in the application form at <http://www.wlssa.org.au/get-involved/volunteering.html>

## Young Workers Legal Service

Address	46 Greenhill Road, Wayville SA 5034
Website	<a href="http://www.ywls.org.au">http://www.ywls.org.au</a>
Contact	<a href="mailto:ywls@saunions.org.au">ywls@saunions.org.au</a> or 8279 2233
About	YWLS provide workers under the age of 30 with free, confidential advice about work-related matters. While applications are accepted on a rolling basis, the intakes are in January and July.
How to be involved	See website for details

## Professional Services

### AMP

Website	<a href="https://www.wamp.com.au/ampcareers/home">https://www.wamp.com.au/ampcareers/home</a>
Graduate Positions	Graduates can apply to work in various departments. For more information please look below.
How to apply	Information on how to apply can be found at <a href="https://www.wamp.com.au/ampcareers/home/graduates">https://www.wamp.com.au/ampcareers/home/graduates</a>

### ANZ Banking Group

Website	<a href="http://www.wanz.com/personal/">http://www.wanz.com/personal/</a>
Graduate Positions	The ANZ Graduate Program allows you to pick a specialist stream out of Corporate and Commercial Banking, Global Wealth, Finance, International Banking, Retail Distribution, Risk and Technology.
Summer Intern streams	There are also paid eight-week Summer Intern Programs with similar specialist streams.
How to apply	The application process is found at <a href="http://www.wanz.com/about-us/careers/graduate-intern-program/summer-intern-program/apply-program/">http://www.wanz.com/about-us/careers/graduate-intern-program/summer-intern-program/apply-program/</a>

### Accenture

Website	<a href="http://www.accenture.com/au-en">www.accenture.com/au-en</a>
Graduate Positions	Graduates can partake in a number of areas such as strategy, consulting, digital, technology, security and operations or more information about Accenture's graduate programs, visit their website at <a href="https://www.accenture.com/au-en/careers/graduate-programs">https://www.accenture.com/au-en/careers/graduate-programs</a>
Summer Intern	For more information about Accenture's student engagement, visit their website at <a href="https://www.accenture.com/au-en/careers/student-programs">https://www.accenture.com/au-en/careers/student-programs</a>

### Boston Consulting Group

Website	<a href="http://www.bcg.com">www.bcg.com</a>
Summer Intern	Boston Consulting Group held a number of on-campus events for university students and recruitment for their internship programs. For more information visit their website at <a href="https://www.bcg.com/en-au/careers/students.aspx">https://www.bcg.com/en-au/careers/students.aspx</a> . Boston Consulting Group does not have a specific Graduate program. Therefore, the best way to gain experience and get your foot in the door would be the above internship program.

### BDO (Audit, Tax, Advisory)

Website\

Graduate Positions

<http://www.bdocom.au/en-au/>

BDO offers graduate positions to final years students or if you recently completed a degree in Accounting, Finance or Law.

Apply online at <http://fsr.cvmil.com.au/bdo/>

How to apply

### Bain and Company

Website

Available Positions

[www.bain.com](http://www.bain.com)

Bain and Company is one of the largest management consulting firms in the world. As such they have a number of roles available in different areas of their company, as well as in different locations around the world. For more information, visit their website at <https://www.bain.com/careers/>

### Commonwealth Bank of Australia

Website

Graduate Positions

<https://www.commbank.com.au>

Graduates can undertake rotations in: Global Asset Management, CommInsure, Enterprise Services, Financial Services, Human Resources, Institutional Banking and Markets, Marketing, Agri business, Retail Bank Services and Risk Management.

Summer Intern

The 10-week program gives you a taste of what it's like to work with Australia's best bank. You'll be given full support and training to help you decide if CommBank is the right fit for you.

Apply online at <https://www.commbank.com.au/about-us/careers/graduate-recruitment-program/applications.html>

How to apply

### Credit Suisse

Graduate Positions

There are a number of graduate opportunities as analysts and associates available around the world and in the Asia Pacific region as well. For more information, visit their website at: <https://www.credit-suisse.com/careers/en/career-opportunities/students-and-graduates/full-time-program.html>

Internship Opportunities

There are a number of internship opportunities as analysts and associates available around the world and in the Asia Pacific region as well. For more information, visit their website at <https://www.credit-suisse.com/careers/en/career-opportunities/students-and-graduates/internship-opportunities.html>

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<http://www2.deloitte.com/au/en.html>

### Deloitte

Website

Graduate Program

Deloitte provides the right kinds of tools and training to ensure all our graduates can achieve career success through mentoring, peer support, e-learning events, on-line training and Deloitte's own development program called DAcademy.

Summer Intern

Students in the penultimate year of their degree can apply for the Summer Vacation Program, and students with two years left in their degree can complete the Development Program.

How to apply

Information on applying can be found at <http://www2.deloitte.com/au/en/pages/careers/articles/how-to-apply-careers.html>

### Deutsch Bank

Website

Graduate Positions

[www.deutschebank.com.au/australia](http://www.deutschebank.com.au/australia)

The ANZ Graduate Program allows you to pick a specialist stream out of Corporate and Commercial Banking, Global Wealth, Finance, International Banking, Retail Distribution, Risk and Technology.

Internship Program

There are internship programs available in Melbourne and Sydney. Additionally, Deutsch Bank runs the Aspiring Talent Program to recruit female students in their penultimate or final year of study. For more information visit their website at <https://www.db.com/careers/en/grad/index.html>

## Ernst & Young (EY)

Website

Graduate Positions

Summer Intern

<http://www.ey.com/AU/en/home>

EY recruits graduates with qualifications from a number of different degrees, including law.

EY's summer Vacationer Program provides client work, skills development, training and professional experiences. Not only do you learn about the organisation, you get to apply that knowledge to real client projects.

How to apply

Apply via the website at <http://www.ey.com/AU/en/Careers/Students/>

## Grant Thornton

Website

Graduate Positions

Internship Programs

<https://www.grantthornton.com.au/>

For more information, visit their website at <https://www.grantthornton.com.au/the-grant-thornton-difference/students-and-graduates/graduate-program/>

As part of the program, you'll be given actual tasks as part of ongoing projects. You'll have regular contact with partners and clients, and you'll be given a buddy to ensure you're well supported during the program. For more information, visit their website at <https://www.grantthornton.com.au/grad/en/listing/the-grant-thornton-difference/students-and-graduates/vacation-experience-program/>

## JPMorgan

Website

Available Opportunities

<http://www.wanz.com/personal/>

To search full-time and internship opportunities at their firms all around the world, visit their website at [https://careers.jpmorgan.com/us/en/students?search=&tags=location\\_\\_AsiaPacific\\_\\_Australia](https://careers.jpmorgan.com/us/en/students?search=&tags=location__AsiaPacific__Australia)

## KPMG

Website

Graduate Positions

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

With one of the country's most diverse range of projects—in advisory, tax and accounting—you will be working with the nation's most respected companies from day one. You'll work with and learn from a team of outstanding professionals, a diverse client list, and constantly challenging client engagements.

How to apply

Apply online at <http://www.gobeyond.kpmg.com.au/grad/en/listing/>

## KordaMentha

Website  
Graduate Positions

<http://www.kordamentha.com>

Graduates join either the Restructuring, Forensic or Real Estate teams, giving them the opportunity to work on meaningful and often complex assignments, learning from some of the most experienced professionals in their respected fields. Penultimate students can also apply for a 4-8 week Vacationer Program.

How to apply

Apply online at <http://fsr.cvmail.com.au/kordamentha/main.cfm>

## Macquarie Group Australia

Website  
Graduate Positions

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

Both Graduate and Internships allow students to benefit from hands-on experience, increased exposure to the financial services sector and invaluable insight into the career opportunities.

## PricewaterhouseCoopers

Website  
Graduate Positions

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

PwC has graduate programs in Assurance, Consulting, Technology, Deals, Tax & Legal and Private Clients. They also offer summer vacation and trainee programs.

How to apply

Information on how to apply can be found at <http://www.pwc.com.au/careers.html>

## Strategy&

Website  
Graduate Positions

<http://www.wanz.com/personal/>

Strategy& is the consulting branch of PwC. They have Graduate and internship opportunities available. For more

## UBS

Website  
html  
Graduate Talent Program

<https://www.ubs.com/au/en/asset-management>

The UBS Graduate Talent Program allows graduates the opportunity to work in a number of business areas in order to allow for a smooth transition into the firm.

For more information, visit their website at [https://www.ubs.com/global/en/about\\_ubs/careers/students-and-graduates/graduate-talent-program.html](https://www.ubs.com/global/en/about_ubs/careers/students-and-graduates/graduate-talent-program.html)

UBS offers a comprehensive 10-week internship with a number of rotations through their various business divisions. For more information,

Internships

## Westpac

Website  
Graduate Positions

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

Graduates can take rotations in: Commercial and Retail Banking, BT Financial Group, Westpac Institutional Banking or Westpac Group Services (Finance, HR, Risk, Technology)

How to apply

Information on how to apply can be found at <http://graduates.westpacgroup.com.au/Application-toolkit>

