



Adelaide University
Law Students' Society

Clerkship
Information,
Firm Profiles,
Practice Areas,
Career
Pathways... and
more!

CAREERS & CLERKSHIP GUIDE 2023

Brought to you by the
Adelaide University Law
Students' Society



ADELAIDE LAW SCHOOL CELEBRATING 140 YEARS

In 2023, the Adelaide Law School will celebrate 140 years of legal education. The Law School has a rich history dating back to 1883 when it became one of the earliest established law schools in the country.

This year there will be a tailored seminar series, distinguished speakers, a new history of the Adelaide Law School for the 140th anniversary written by one of Australia's leading legal historians, Dr John Waugh, a special edition of the Adelaide Law Review, and a gala dinner at the end of the year.

The Adelaide Law School invites past and present students, the professional community and other supporters of the law school to be part of this significant achievement.

ACKNOWLEDGEMENTS

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PRINTING

Bowden Printing

The AULSS would like to acknowledge that the land of the University of Adelaide Law School is the traditional lands of the Kurna people. We respect their spiritual relationship with their Country and acknowledge the Kurna people as the traditional custodians of the Adelaide region.

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DEAN'S WELCOME

Dear students,

It is my pleasure to welcome you to the 2023 Careers & Clerkships Guide. This year we are looking forward to returning to a period of normality in our working and professional lives it's essential to stay optimistic and ambitious about our future careers. Let this guide be your inspiration to explore new possibilities and build your professional network. With determination and hard work, you can create a career that is exciting, fulfilling, and makes a positive impact on the world around you. So take this opportunity to plan for a bright and promising future, and remember that the possibilities for you as a soon to be graduate of the Adelaide Law School are endless.

The Law School has a long history of producing outstanding graduates who have made significant contributions to their communities, locally, nationally, and internationally. Our alumni include judges, legal practitioners, politicians, academics with respected international reputations, and leaders in various fields, including business, the arts, media, and community service. We are proud of the achievements of our graduates, and we continue to aspire to produce graduates who are dedicated to excellence in the learning and practice of law, have a deep understanding of ethics and professionalism, are committed to the rule of law, and are aware of the international context of the practice and profession. This year is particularly significant as we are celebrating our 140th anniversary. The Law School has a rich history dating back to 1883. Discover more about this on our 140th anniversary webpage.

Our undergraduate law program emphasizes the development of fundamental principles of law, critical thinking, analysis, research, writing, mooting, and more. We believe that these skills will provide a foundation for lifelong learning, which is essential for a successful career in law. As we emerge from the challenges of social and economic isolation, these attributes and qualities will be needed more than ever.

I encourage you to think about the talents and skills you have developed during your time at the Adelaide Law School. These qualities are essential for success, regardless of the career pathway you may choose. While many students will choose to follow the traditional path of admission to legal practice as barristers and solicitors, others may decide to work in business, government, not-for-profit, or other non-government organizations. The range of career possibilities is limited only by your imagination and courage.

This Careers Guide provides a wealth of information on diverse career options. I would like to congratulate the Adelaide University Law Students' Society for the professional approach taken in its preparation. Once again, welcome to the Adelaide Law School. We look forward to supporting and guiding you throughout your law degree.

Best regards,
Professor Judith McNamara



DIRECTOR'S FOREWORD

Hello and welcome to the 2023 Careers & Clerkship Guide!

On behalf of my team and the Adelaide University Law Students' Society, thank you for choosing to read this guide either physically or virtually. I would firstly like to acknowledge this year as the 140th anniversary of the Adelaide Law School and as such, recognise the efforts of the Law School in their guidance and support of all students at this stage in their legal career.



It is my pleasure to present you with a new edition of our annual guide, and I hope that it is a valuable resource for you as you continue your journey through law school. This guide will deliver an extensive range of information from student-led tips and tricks to professional testimonies and profiles from top law firms. No matter what stage of study you are currently in, there is something in here for everyone!

To begin with, we have provided an outline of the process from student to lawyer accompanied by excellent advice on navigating the clerkship process. Alongside our informative firm contributions, we have also included profiles from legal networking associations. Furthermore, you will find details on the many legal practice areas, as well as alternative career pathways, and new information on practising law regionally.

I extend my gratitude on behalf of the Careers Portfolio to each person that assisted in the creation of this publication, and a personal thank you to my team for their efforts, support and enthusiasm.

Thank you again, and best of luck with your future endeavours!

Sophie Tait

Director of Careers, Adelaide University Law Students' Society

MEET THE TEAM



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Henry Lewis



Jessica March



Chris Mary



Lucas Michaels

YOUR HEALTH IS OUR CONCERN

Remember that all law students are facing the same uncertainty. Look out for each other throughout the year and ask for help if you need it.

University Mental Health Services

call 1300 167 654 or SMS 0488 884 197
visit <https://www.adelaide.edu.au/counselling/> or
<https://www.adelaide.edu.au/student/wellbeing/mental-health>

LifeLine

call 13 11 14 or visit lifeline.org.au

Beyond Blue

call 1300 22 4636 or visit coronavirus.beyondblue.org.au

Latest Health Updates

visit health.gov.au or sahealth.sa.gov.au

Visit the following links for University of Adelaide Counseling Support, including a talks on a range of topics, from 'Wellness Boosters' to 'Making it Through Uni'.

<https://www.adelaide.edu.au/counselling/services-for-staff/talks-for-students#wellness-boosters>

<https://www.adelaide.edu.au/student/wellbeing/study-tips#videos>



GLOSSARY

Terms Describing Lawyers

Lawyer:

A general term used to refer to both solicitors and barristers in Australia.

Solicitor:

A lawyer who works directly with clients on advisory, transactional or dispute matters. They can appear in court for small hearings, however, they usually instruct a barrister to represent the client in court on their behalf. Solicitors often specialise in a specific area of law, e.g. property law.

Barrister:

A lawyer who spends most of their time in court, or preparing for court. Barristers usually do not interact with clients as much as solicitors. Barristers usually work in chambers.

Counsel:

A word for barrister which is normally used in court and on court documents. Special Counsel (SC) and Queens Counsel (QC) are titles used to demonstrate excellency in this field.

Litigator:

Commonly refers to a lawyer who specialises in litigation (disputes). This may be used to describe a solicitor or a barrister.

Conveyancer:

A person qualified to transfer property titles from one person to another. Many conveyancers are also solicitors, but a law degree is not required to be a conveyancer.

Terms Describing Law Firms

Top-Tier:

Commonly refers to the largest firms in Australia, including Ashurst, Allens Linklaters, Clayton Utz, Herbert Smith Freehills, King & Wood Mallesons and MinterEllison.

Upper Mid-Tier:

Commonly refers to Corrs Chambers Westgarth and Gilbert + Tobin.

Mid-Tier:

Commonly refers to large, commercial firms outside of the 'top-tier' firms.

Boutique:

Refers to firms that specialise in a few areas of law.

Big Six:

Commonly refers to the top-tier firms.

Big Eight:

Commonly refers to the Big Six, with the addition of the Upper Mid-Tier.

Global:

Refers to firms which have offices globally. As a consequence, their work and internal management are influenced by their global leadership team.

Independent:

Commonly refers to firms which have their decision-making and financial centre based in Australia.

International:

Refers to firms based in other countries with Australian offices. While their Australian presence can vary in size, these firms often have a very significant presence internationally.

Magic Circle:

Refers to the largest firms based in the United Kingdom, including Allen & Overy, Clifford Chance and more. Large firms outside of the Magic Circle may be referred to as 'Silver Circle' firms.

Red Circle:

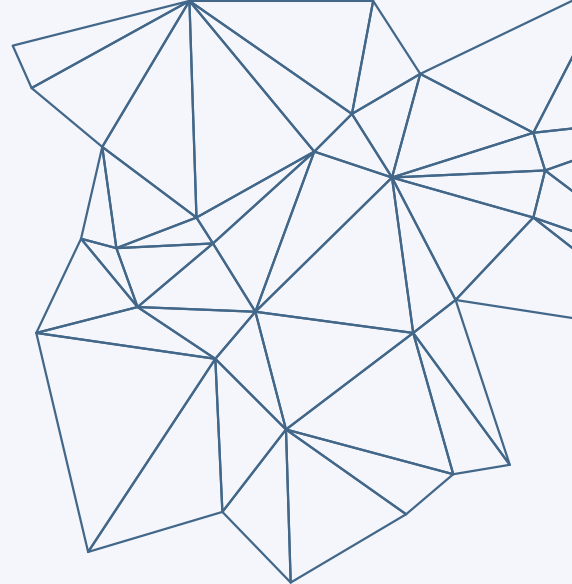
Refers to the leading law firms in China, including King & Wood Mallesons, Fangda and more.

FROM STUDENT TO LAWYER



Pages 9 to 19

STUDENT TO LAWYER BRIEF TIMELINE



Start your Bachelor of Laws Degree

- Gain a foundational understanding of our legal system.
- Engage in as many competitions and volunteering opportunities as you can.
- Apply for clerkship and internship experience.
- Maintain your hobbies and interests.
- Don't forget to attend networking events!

Complete your Bachelor of Laws Degree

- Engage with your contacts in the legal profession to start gaining more experience and exposure.
- Attend the AULSS GDLP Networking Night to speak with potential GDLP providers.
- Apply for conferral of your degree and attend graduation!

Complete your Graduate Diploma in Legal Practice (GDLP)

- Continue participating in a range of activities, from charity work to sports. Employers generally favour those with a well-balanced life.
- Complete the GDLP with one of our recommended providers: College of Law, Leo Cussen or the Law Society of South Australia.
- If you are not interested in a career of law, you can simply begin job hunting without the GDLP.

Apply for Supreme Court Admission

- During this process, your personal development will shine as the Board of Examiners look beyond your grades to see a bit of your personality and life experience.

Apply for a Practising Certificate and Indemnity Insurance

- It is important to note that whilst indemnity insurance is not compulsory, it does provide peace of mind.

You have made it to the legal profession - congratulations!

FIRST YEAR

Welcome to Adelaide Law School!

Academic

As the academic workload is lightest in first year, this is the perfect time to build a strong GPA. The highest achieving student in each law subject receives an academic prize which is then recorded on their transcript. High-performing students are also more likely to be given the opportunity to become a Peer Assisted Study Sessions (PASS) leader in the future.

Employment

Consider calling or emailing firms to ask for work experience or to assist with administrative tasks (even making coffee!). Boutique and smaller firms are more likely to offer work experience to first years. We recommend browsing Seek, LinkedIn jobs and the AULSS Job Opportunities Board to find opportunities.

Competitions

The First Year Moot, Client Interviewing, Negotiations, and Witness Examination competitions are all a great opportunity for first years to get involved and learn some practical legal skills. Consider volunteering as a client or witness in these competitions to see the competition first-hand and gain valuable experience. The skills obtained through competitions remain extremely important throughout your entire career.

Volunteering

The Southern Community Justice Centre and the Uniting Communities Law Centre are a good fit for first years. For more information, check out the AULSS Volunteer Handbook.

Extra-curricular

Get to know your peers well, as the relationships you make with each of them will prove invaluable both throughout your career in the legal profession and socially. Attend the first-year events held by the AULSS and have some fun! Also, try to attend AULSS careers events and stay behind to speak with the panellists as this will allow you to enhance your networking skills and make some contacts. Additionally, join a club or play a sport if you have the time and make sure to enrol in the Adelaide Graduate Award.

SECOND & THIRD YEAR

Now that you have a basic understanding of the law, you can begin building your resume.

Academic

Students in these years have space for some electives, as well as study tours and exchanges. These are great opportunities and can help set you apart from other students. High-performing students may even be asked to assist professors as research assistants or be offered roles as PASS Leaders.

Employment

Keep an eye out for clerk or intern roles at boutique, small and medium-sized firms. Consider calling or emailing these firms to ask for work experience or to assist with administration and filing. Some large organisations also have one-day programs for students in these years which allow you to adequately position yourself for a clerkship or internship in your penultimate year (e.g., the LK 'A Day at LK Program' held on Tuesday 26 September this year).

Competitions

All AULSS competitions (other than First Year Moot) are suitable for second and third years. Look to continue building up your skills by trying different competitions!

Volunteering

Students in second and third years are suitable to volunteer at the Roma Mitchell Community Legal Centre, the Southern Community Justice Centre, Community Justice Services SA, the Uniting Communities Law Centre, WestSide Lawyers, and the Women's Legal Service. For more information, check out the AULSS Volunteer Handbook.

Extra-curricular

Continue to make connections and develop relationships with your peers. Attend the various events held by the AULSS, both socially and professionally-oriented and have some fun. If you haven't already done so, and have the time, consider joining a club or play a sport. Follow these tips for the remainder of your degree and beyond!

PENULTIMATE YEAR

This is a key year to apply for clerkships and internships.

Academic

Students in these years now have space to complete multiple electives. Consider practical placements such as the Law and Justice Internship (LJI) or the Clinical Legal Education (CLE) courses in addition to various study tours and exchanges. High-performing students may be asked to assist professors as research assistants or be offered roles as PASS Leaders. Also, decide whether or not you would like to apply for Honours, noting that it is optional and requires a minimum of a 6.0 GPA at the end of your penultimate year.

Employment

Penultimate year students are now eligible for clerkships at medium-sized and large firms as well as internships in Government and other organisations. The more you do, the better! Some clerkships and internships are full-time for 4-6 weeks, whilst others can run for 1-2 days a week over multiple months.

Competitions

All AULSS competitions (other than First Year Moot) are suitable for penultimate years. Students with significant mooting experience may choose to apply for prestigious national competitions such as the Manfred Lachs Space Law Moot, the Philip C. Jessup International Law Moot, the Sir Harry Gibbs Constitutional Law Moot, the Chartered Institute of Arbitrators Moot Competition or the Fletcher International Insolvency Law Moot. Some law firms also run competitions, such as the Baker McKenzie Women's Moot.

Volunteering

Penultimate year students are now eligible to volunteer at the Aboriginal Legal Rights Movement, the Roma Mitchell Community Legal Centre, the Southern Community Justice Centre, Community Justice Services SA, the Uniting Communities Law Centre, WestSide Lawyers, the Young Workers Legal Services, and the Women's Legal Service. For more information, check out the AULSS Volunteer Handbook.

FINAL YEAR

This is a good time to continue clerking & interning, with a view to locking in a graduate offer.

Academic

Students in this year have space for a few electives. Consider prestigious subjects such as Law Review or Law Reform or Law Research Dissertation. Practical subjects/placements such as EVAC and CLE are also available. High-performing students may be asked to assist professors as research assistants. Also, remember to enrol in a GDLP program if you are interested.

Employment

Students in their final year are eligible for many clerkship and internship schemes. Firms and businesses may offer you an ongoing casual role which can then lead to a graduate offer. Alternatively, some students may return as a clerk for a second time with the firm that they previously clerked with during their penultimate year.

Competitions

All AULSS competitions (other than First Year Moot) are suitable for final years. Students with significant mooting experience may apply for prestigious national competitions such as the Manfred Lachs Space Law Moot, the Jessup International Law Moot, the Harry Gibbs Constitutional Law Moot, the Chartered Institute of Arbitrators Moot Competition or the Fletcher International Insolvency Law Moot. Some law firms also run competitions.

Volunteering

Final year students are eligible to volunteer at the Aboriginal Legal Rights Movement, the Roma Mitchell Community Legal Centre, the Southern Community Justice Centre, Community Justice Services SA, the Uniting Communities Law Centre, WestSide Lawyers, the Young Workers Legal Services, and the Women's Legal Service. For more information, check out the AULSS Volunteer Handbook.

COLLEGE OF LAW

Study your way – with the College of Law

Transitioning from study to practice can be tricky. Your life as an emerging lawyer will be filled with responsibilities to juggle.

That's why you need your PLT to work around you.

With the College, you get to tailor your PLT more than anywhere else. That's why we're the number one choice for 77% of Australia's law students.

What's more, we empower you to go beyond ticking a box. A PLT from the College will equip you with sought-after skills, fresh thinking – and the most supportive network of classmates and mentors you could hope for.

Start when you want. Study how you need.

Learn online or on location. Study by day or night. When it comes to letting you learn your way, our PLT is the pioneer. Here's why:

- More intake dates than anywhere else: Launch your career as soon as you want. We're ready when you are.
- Full-time or part-time: Enjoy the flexibility of our 30-week part-time offering, or dive into our 15-week full-time course – the quickest PLT program on the market.
- Day or evening: Learn when you want with workshops available on weekdays and evenings.

Get real-world ready

Forget about just learning theory like in university – it's time to roleplay interviews, negotiations, and even courtroom appearances. Our goal is to make sure you feel confident and prepared to tackle any challenges you'll face as a legal professional.

We understand that practice makes perfect, which is why we prioritise giving you the opportunity to gain real-world experience. You'll work on tasks that are designed to mirror what you'll encounter in the legal field, so you'll be able to apply what you've learned in the classroom to the real world.

Support that suits you

From career coaching to catch-up calls with your lecturer, we offer tailored support to help you succeed in your PLT program and beyond:

- Learn with a lawyer by your side: You'll learn from lecturers with boots-on-the-ground experience – practising lawyers eager to sharpen your knowledge and application of the law.
- Mentor: Get support from a lawyer who has walked the path before you. Your mentor will provide guidance, encouragement and be a sounding board.
- Career coaches: We help you craft your career. And the support doesn't end when your PLT does. Our career coaches remain a call away for 12 months after your PLT.

Learn more at collaw.edu.au/PLT

PRACTICAL LEGAL TRAINING

THE FLEX FACTOR

PLT built by you,
for you

Saba Amir Goudarzi
Legal Counsel at Lendlease



Learn more at collaw.edu.au/PLT



THE LAW SOCIETY OF SOUTH AUSTRALIA & THE ADELAIDE LAW SCHOOL

The Law Society of South Australia and University of Adelaide's Graduate Diploma in Legal Practice

With options to commence your studies at any time during the calendar year, study face to face, online or a combination of both our flexible GDLP is designed to ensure you hit the ground running upon graduation with the practical skills and academic rigour needed to practice Law.

The Graduate Diploma in Legal Practice (GDLP) is your pathway to practice, equipping you with real-world experience and transferable skills to ensure your success as a legal professional. It is delivered by the Law Society of South Australia in partnership with the Adelaide Law School.

GDLP Program Features:

- Accelerate your studies and be ready to practice in just in 20 weeks
- Study on your own terms with flexible courses, blended learning, and multiple intakes each year
- We find your placement for you!
- Benefit from real-life experience through advocacy training delivered in the District Court by qualified legal practitioners
- Stay supported with FEE-HELP and scholarships available for eligible students

How to apply

Visit ua.ed.au/degree-finder and search "Legal Practice" to learn more.

For more information contact us on - gdlpenquiries@lawsocietysa.asn.au or 8229 0266.



THE UNIVERSITY
of ADELAIDE

Build real-world skills
and take the final step
to becoming a barrister,
solicitor, or lawyer.

Graduate Diploma in Legal Practice

Graduate testimonial

"The GDLP offers both professional and social advantages to its students. Importantly, it is structured in a manner that provides flexibility, allowing students to work part-time or full-time the ability to complete the course in a timely manner" - Peta Spyrou



THE LAW SOCIETY
OF SOUTH AUSTRALIA
THE VOICE OF THE SOUTH AUSTRALIAN LEGAL PROFESSION



DON'T FORGET TO GET INVOLVED IN UNIVERSITY LIFE

You only get one shot at university (usually), so why not make the most of it and get involved as much as possible?

The University of Adelaide has almost 160 clubs and societies, ranging from faculty and discipline clubs to special interest clubs, religious, and social clubs. Whether your passion is writing, dancing or cooking, there is something to suit your interests!

Clubs and societies are a great opportunity to boost your resume and show employers that you have hobbies and interests beyond law. They are also a great way to meet new people and potential contacts.

Students who participate in clubs and societies have the opportunity to gain recognition for their involvement; the Adelaide Graduate Award recognises students who have spent significant time pursuing co-curricular opportunities throughout university. In addition, the Faculty of Law annually awards the 'Justin Skipper Prize' to the student who has taken the most active and effective part in the general activities of student life within the University during the whole of their course

Below are some examples of just a few of the clubs on offer:

- Skills & Professional Development: University of Adelaide Model UN Club, Bright Futures Society University of Adelaide, 180 Degrees Consulting Branch
- Politics: Oxfam Adelaide Uni, Lawyers without Borders, Adelaide University Taboo Club, Amnesty International Adelaide University, Fair Trade Collective
- Activities & Hobbies: Adelaide University Writers' Group, University of Adelaide Theatre Guild Student Society, Chess Club, Adelaide University Comedy Club
- Cultures & Languages: Bangladeshi, Indian, Italian, Chinese & more

Check out more at <https://www.aau.org.au/clubs/>

University of Adelaide Sport: The University provide a large range of competitive and social sporting opportunities. The Adelaide University Law School Society (AULSS) also offer netball, dodgeball and soccer (all indoor). Check out adelaide.edu.au/sports/

Volunteer outside the legal profession: check out <https://www.adelaide.edu.au/volunteer/where-to-volunteer/students>

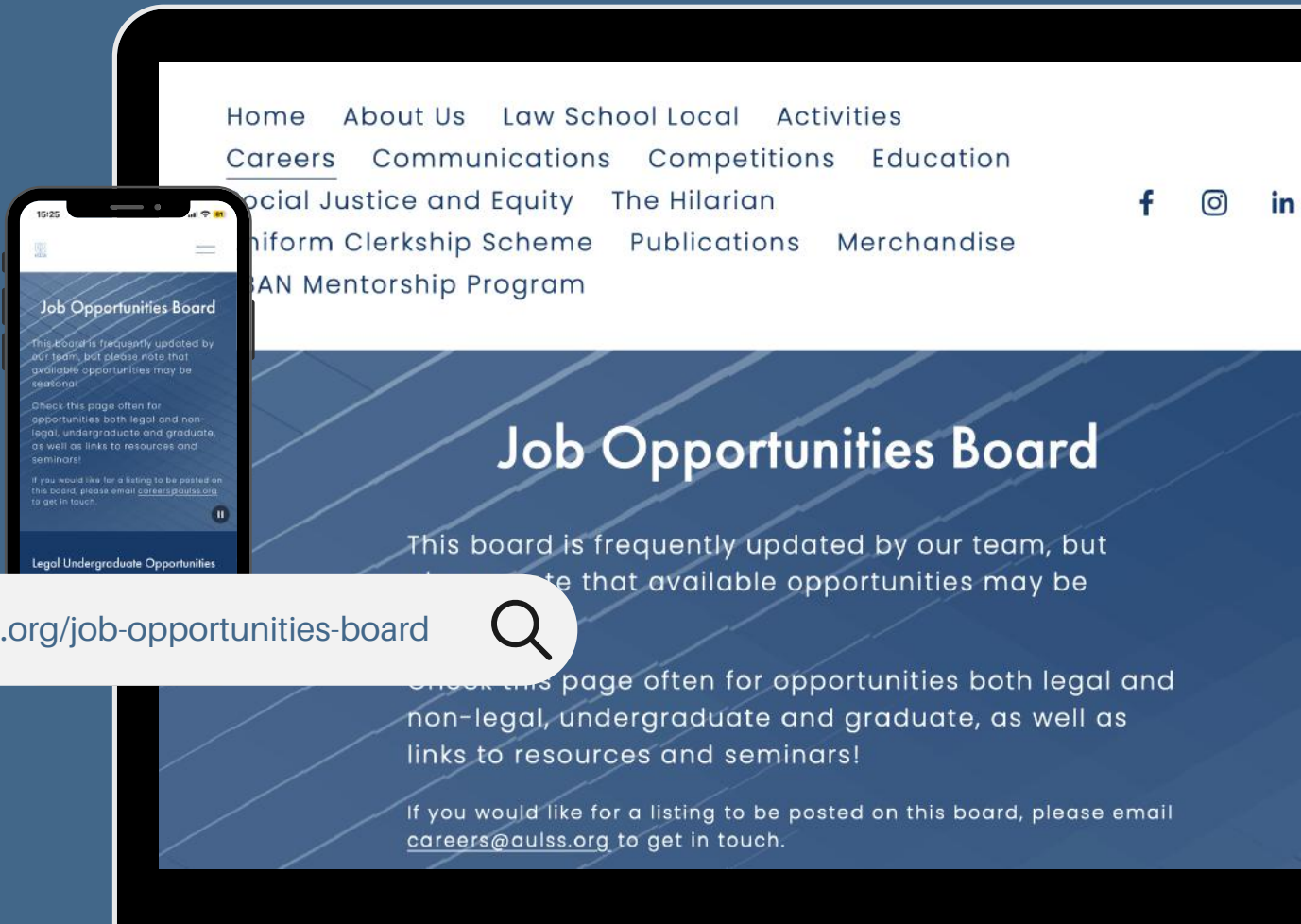
Develop your intercultural skills: check out Global IQ Connect, a 5-week personal development program run by the Uni at <https://www.adelaide.edu.au/student/global-iq-connect/>

Get recognised for your participation in extra-curricular activities: Check out the 'Adelaide Graduate Award', a free employability program open to students from all faculties. <https://www.adelaide.edu.au/student/adelaide-graduate-award/>

AULSS JOB OPPORTUNITIES BOARD

The AULSS Job Opportunities Board was visited 5,616 times in 2022 with many students obtaining employment!

The AULSS regularly posts and maintains a list of available employment opportunities via the Job Opportunities Board on our website. These opportunities include various internships, clerkships and ongoing roles categorised into the following: Legal Undergraduate, Legal Graduate, Non-Legal Undergraduate & Non-Legal Graduate.



aulss.org/job-opportunities-board



THE UNIVERSITY OF ADELAIDE CAREER SERVICES

What is the Career Services?

The University of Adelaide Career Services aims to prepare students for their professional careers and connect them with industry and employers.

What does Career Services offer?

The Careers Services team provides a range of resources, guides, events, workshops and more for students up until 12 months post-graduation.

- **Career Advice and Planning:** you can book an appointment with the Career Services team for either general or specific and detailed career advice. They will also be able to point you in the right direction for further guidance and support.
- **Applications and Interviews:** there are free workshops run by Career Services throughout the year to help you write resumes and applications. Further, you can practise your interview skills via their 'Interview Simulator' or book an appointment to conduct a mock-interview with one of the Career Services team members.
- **Finding Job Opportunities:** you can visit the CareerHub to stay up to date with current opportunities for both undergraduates and graduates whether that be casual, part-time or volunteer work.
- **Connect with Industry and Employers:** Career Services host industry and recruiters throughout the year which can be found on CareerHub. In addition to this, they hold the annual Careers Expo which exhibits the likes of Australian Signals Directorate, Santos, Ernst & Young and Deloitte.

If you have a general enquiry relating to career planning, jobs and opportunities and events on campus please contact Career Services via phone or email.

Career Services Reception

Tel: +61 8 8313 5123

E-mail: career.services@adelaide.edu.au

You can also visit the Career Services website at
<https://www.adelaide.edu.au/student/careers/>





CLERKSHIPS

Pages 21 to 41

CLERKSHIP BASICS

What is a Clerkship?

A clerkship is a short-term placement with a law firm. It will generally run for between 3 – 8 weeks during a university break, especially during the summer or winter holidays. Generally, law clerks will assist with the work of solicitors in the firm and may have opportunities to engage in structured or on-the-job training. Ultimately, the nature of every clerkship depends on the firm and thus the experience can vary substantially.

Why do a Clerkship?

Clerkships are key work experience for law students wanting to work in private practice and are one of the best ways to secure a graduate offer.

Clerkships can also help you...

- **Figure out where you would like to work:** one of the best ways to determine what area of law, what type of law firm and what culture suits you (or even if you would like to pursue a career practising law) is simply to get the first-hand experience in the industry.
- **Develop valuable practical skills:** in your clerkship, you will be able to get hands-on experience doing legal work alongside practising lawyers. The skills you learn will be valuable both in the legal industry and any other professional jobs.
- **Build your network:** by meeting other lawyers and clerks, a clerkship opens the door to meeting a range of people who will be able to provide both helpful guidance and support throughout your clerkship and career.

Who should do a Clerkship?

Most commercial firms offer a clerkship program. A list of firms offering clerkships in 2022 can be found in the Firm Directory. Firms can be classified by size, type of work and the countries in which they operate. A list of terms commonly used to classify firms can be found in the Glossary. Importantly, firms are not better or worse depending on their classification.

Firms of all types offer great opportunities and have relationships with significant clients. The classifications simply may assist you in thinking about the type of firm that you think might be suited to you. Uncertainty about your preferred legal field should not dissuade you from applying to firms of all categories. You might also be surprised by what you learn, the people you will meet, and the array of opportunities that can present themselves once you have a foot in the door. The application process itself enables you to learn a lot about different types of firms and their objectives, so go into it with an open mind!

Why do a Clerkship?

It is well-known that the clerkship application process is incredibly competitive. With an ever-increasing amount of law students, it is common for firms to receive many hundreds of applications. However, it is important to keep the following in mind when starting clerkship application season.

Do not let the competitive nature of clerkships deter you from applying. Firms look for a wide range of qualities in candidates – just put your best application forward and the results might just surprise you. There is value in the process of applying, regardless of the outcome. After all, learning to be resilient is part of the preparation for a career in law. Applications are essentially a numbers game – to increase your chances, it is helpful to apply to a wide range of firms.

FINDING OPPORTUNITIES

Once you have a rough idea of which areas you may be interested in, you will then be able to look for suitable and specific opportunities.

Tip #1

Discuss potential opportunities with individuals who work in areas that you may 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' may seem intimidating, most people will be extremely willing to help out interested students. Endeavour to make the most of every networking opportunity such as the annual 'Triversity Law Fair'. Students with clerkship experience may also have contacts within firms, or insights about applying that can be helpful to students in earlier years. Don't be afraid to ask them or practitioners for a coffee to learn more!

Tip #2

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. However, if that is not possible, keep an eye out for volunteer positions which may coincide with your areas of interest.

Tip #3

Monitor various job websites to see if there are any positions in your fields of interest that you can apply for.

There are a number of different job listing websites. Many of these websites also allow you to set email alerts for jobs with specific key terms, such as 'clerk', 'junior lawyer' or 'Adelaide'. You may wish to consider visiting the following if you are on the job hunt:

Indeed au.indeed.com

Seek www.seek.com.au

CareerOne www.careerone.com.au

Australian Government Jobs www.apsjobs.gov.au/s/

I Work for SA iworkfor.sa.gov.au

CareerHub www.careerhub.adelaide.edu.au

LinkedIn www.linkedin.com

College of Law Jobs jobs.collaw.com



HOW TO LINKEDIN

What is LinkedIn?

LinkedIn is a professional social network used to connect with colleagues, mentors and others in (and out of) your industry.

Your Profile

Think of your profile as a public CV. LinkedIn allows you to enter your present and previous workplaces, volunteer roles, extra-curriculars, education, skills, and various awards and achievements. It is your opportunity to showcase yourself to prospective employees and keep up to date with current affairs, job openings and your connections' updates.

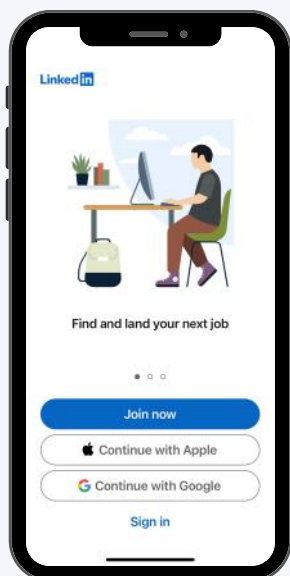
How do I Network on LinkedIn?

You can network on LinkedIn in various ways; you can simply send someone a request to connect or reach out to them with a message. A message may look something like this:

"Hi [their name], It was great to meet you at [event] last week! Thank you for taking the time to speak with me about [insert]. Would you be happy to meet for a coffee on [date] to catch up? Thanks, [your name]"

Posting on LinkedIn

Are you unsure of what to post on LinkedIn and when? Don't feel alone! This is a common challenge faced by students. A great place to start is sharing a post with your network when you have started a new job or simply sharing an article that you have found to be particularly thought-provoking and relevant to you. Other options may be posting about a significant milestone or achievement such as completing a large project or obtaining a promotion!



Setting up your profile

- Make sure to set your profile up with an email address/phone number that you regularly use. This ensures that you receive relevant LinkedIn notifications and can connect with people in your contact list.
- If you can, use a professional head shot. Make sure you have a well-lit photo and dress in business wear. This helps boost your credibility!
- Add a clear and concise bio to your profile. This will be displayed under your name when you appear in a search.
- When adding a description of your experience, highlight any particular accomplishments and be specific.
- Whether you are actively searching for work or not, it is worth setting up 'job preferences' in order to boost your profile for prospective employers and provide suggestions for recommended roles you may be suited to.

INTERSTATE CLERKSHIPS

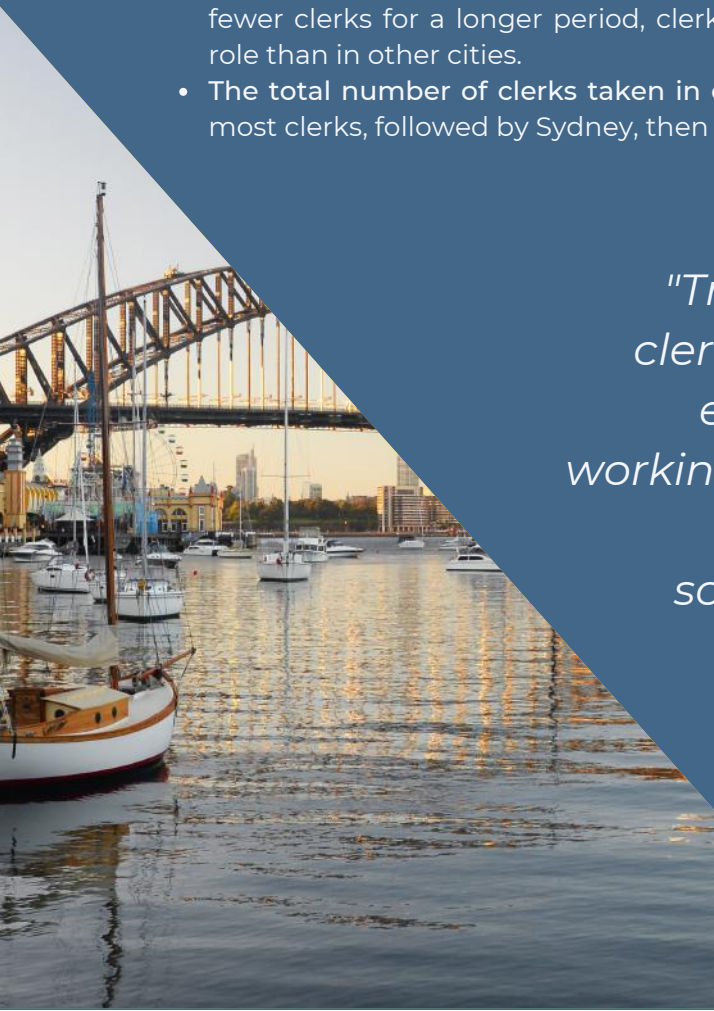
Should I apply?

While there are a number of firms in Adelaide that offer excellent clerkship opportunities, many students also consider applying to interstate firms. If you are interested in moving to a different city after university, it is helpful to get your foot in the door by clerking at an interstate firm. Clerking interstate will also give you the opportunity to work with different kinds of firms and clients. Some firms from the Eastern States will be larger and frequently deal with high profile transactions or practice areas that are present but less common in Adelaide. Additionally, there are a greater number of specialised firms interstate that offer clerkships which may suit your specific interests. While obtaining a clerk position interstate is competitive, there are a large number of positions on offer so considering.

To which state should I apply?

Generally, you should apply to the city in which you would most like to start your career as a graduate. This is because if you are successful in your clerkship, you may be offered a graduate role in the office in which you have clerked. However, if you are undecided, you may wish to consider the following;

- **The strengths of the firms in particular cities:** The type of work differs between states, offices and firms. If you have a particular practice area in mind, you may wish to look at applying to the offices which you think do interesting work.
- **The structure of the clerkship:** Clerkships in Melbourne, Perth and Brisbane are generally between three weeks to one month, with students completing up to three in a cycle (November/December, January/February and June/July). Clerkships in Sydney are 8-10 weeks over summer, and most students will only complete one. Because Sydney takes in fewer clerks for a longer period, clerks have a higher chance of being offered a graduate role than in other cities.
- **The total number of clerks taken in each city:** Firms in Melbourne will generally take the most clerks, followed by Sydney, then Brisbane and Perth.



"Travelling alone to a new city for a clerkship can be a scary but exciting experience. The thrill of living and working in a big city, and building close relationships with my cohort is something I'll look back on fondly."
Winston Li, Summer Clerk at King & Wood Mallesons

UNDERSTANDING THE APPLICATION

While it is not expected that you will be certain of your long-term career goals at this stage, applying for and trying out a range of opportunities can help narrow down the sorts of career paths you may like to take.

Do your research

It is important to know what the firm does, what it values and what it looks for in its employees. This will help you understand how to tailor your application to fit the job. A good place to start is the firm's website or even LinkedIn!

Job requirements

What does the job require? What sorts of skills are they looking for? What relevant previous experience do you have? These questions help guide the creation of your resume and cover letter when applying for a job.

Consider the application criteria

Be aware of the applicant criteria as it is important to respect what employers put down as criteria for their applicants. However, do not be deterred from a great opportunity because you do not exactly match the criteria. Slight variations are fine, for example if you are a second-year student applying for a position that requires someone 'halfway through their law degree'. If the requirement is listed as essential or you do not fit the requirements, it may be worth calling to ask if you are eligible.

Know what you are looking for

Make sure you understand the job specifications and if you have the capacity to satisfy their requirements. It may be worth consulting the employer to see if they are able to accommodate significant changes to the stipulated requirements. For example, if you have a day to spare for a position that is advertised as full-time.

Be organised

Keep the application due date in mind and, if possible, start drafting early. This gives you enough time to hand in the best application possible, proofread a second or third time and weed out any embarrassing typos. Pay close attention to anything extra that the application requires such as an academic transcript or writing sample.



CURRICULUM VITAE

A curriculum vitae (CV), or resume, is a document summarising your experience, skills and education that might contribute to your ability to perform a job you are applying for. The purpose of a CV is to demonstrate you have the skills necessary to be considered for a position and to provide the employer with an idea of your experiences and interests.

To help you with this process, we've included a sample CV in the pages below.

Your CV should include:

- High School and University (including exchanges or study tours) Academic achievements
- Work experience
- Volunteering
- Extra-curricular accomplishments
- Other interests and achievements (do not be afraid to include hobby/sporting/musical achievements!)
- On average, recruiters will only look at your resume for 7.4 seconds! It is therefore important to make yours stand out and give it personality.
- Your resume should be clear, concise and easy to follow. Make sure to 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.

Do's

- Keep your CV to 1-2 pages
- Use clear and professional formatting
- Utilise headings
- Proofread thoroughly! Spelling or grammatical mistakes make a bad first impression
- Describe your roles specifically mentioning noteworthy tasks rather than just 'my duties included...'

Don'ts

- Include head shots
- Forget to fill in any separate online application
- Worry about including referees if the application did not specifically request them
- Use writing that is too vague or verbose
- Make spelling or grammatical errors

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:

- Introduction to your background and studies
- Description of what you are interested in/looking for
- Explanation of why this particular job would be ideal for you
- Outline of what skills you can bring to the company/position
- Conclusion
- Contact information

Research is the key to writing an effective cover letter. Ways in which you can research an organisation are:

- Talking to people that work at the firm either through personal connection, at career events or even on LinkedIn
- Looking at the firm's website, especially the 'About Us', 'Careers' or 'Publications' pages
Reading news sources specific to the legal industry to gain an understanding of the matters worked on by the firm

Once you have done some research, it can be difficult to translate your understanding of the firm's strengths, goals and values into an effective cover letter. It is useful to first consider your interests and motivation for working in the legal industry. Once you have read through the available resources, think about what stands out about working for the firm in particular. Does the firm have a strong pro-bono program? Are they implementing technology in a way you find interesting? What are their areas of market expertise, and does it correspond with your interests? Did one of the cultural values resonate with you? If you are stuck, some organisations have testimonials from their employees that may provide some inspiration.

Referencing specific deals or matter may be a way of demonstrating an appreciation for the work that the firm does but be prepared to be asked about these references in your interview. Keep in mind that if you reference a specific person in your application, recruiters are likely to ask them about you as a candidate. It is wise to ask

the person you intend to reference prior to including them in your application. Otherwise, speak about people you have met from the firm in general terms i.e., 'I have met members of your firm at networking events on campus'.

To help you with the process, we've included a sample CV and cover letter on the pages 29 and 30!

COVER LETTER QUICK TIPS

Generally, cover letters should not be longer than a page Use your cover letter to explain three things:

- Why you want to work at the firm
- Why you want to practise law
- What skills you have which make you suitable for the position

Research the firm via their website and get into contact with people that work there.

Be aware that recruiters will sometimes read hundreds of cover letters, therefore be sure to customise your cover letter to include why you want to work at that firm in particular Check out the sample cover letter in the appendix!

ACADEMIC TRANSCRIPT

Most firms will request an academic transcript. Generally, an unofficial transcript is acceptable. You can order an official academic transcript from the University of Adelaide's online shop for a fee. Delivery of printed transcripts can take a few days but can be expedited for an additional fee. Some applications will also require you to input your individual marks into an online portal.

You may be asked for your:

- **Grade Point Average (GPA):** This is the grading scheme used by the University of Adelaide which is up to a maximum of 7. Your GPA can be found on your academic transcript. For double degree students, the application should specify if they are requesting your combined GPA or your law GPA. If it does not, be sure to specify on your application.
- **Weighted Average Mark (WAM):** A weighted average mark is essentially the average mark out of a maximum of 100 in each subject, adjusted for the number of units per subject. Your WAM is not provided on your academic transcript, so you will need to calculate this manually. Interstate applicants should include this over their GPA, as different universities use different grading schemes.

Firms will not hire candidates solely on the basis of a strong GPA; other experience is also required to make you an attractive candidate. However, some firms do have a non-official 'GPA threshold'.

Your Name

Phone number, email address

Education

- University of Adelaide
 - Degree: [degree and expected completion date] (GPA/7.00)
 - Awards and Honours: [list any here]
 - High School
 - SACE/IB: [list whichever you completed and the year of completion] (ATAR)
 - Awards and Honours: [list any here]
-

Work Experience

- Boutique Firm - Law Clerk (January 2021 - Present)
 - [provide some examples of tasks you completed]
 - [provide noteworthy achievements during this time]
 - [list any research papers you worked on during this time]
 - Community Legal Centre - Volunteer (April 2020 - December 2020)
 - [provide some examples of tasks you completed or noteworthy achievements during this time]
 - Other Employment - Retail Assistant (January 2020 - January 2021)
 - [provide some examples of tasks you completed or noteworthy achievements during this time]
 - *It does not matter if they are not legal achievements! They still demonstrate your skill and competency*
-

Other Experience

- AULSS Mooting Competition - Semi-Finalist (June 2021)
 - [give a brief summary of the competition and the legal areas you researched]
 - Exchanges and Study Tours - (January 2019 - March 2019)
 - [give a summary of the travel]
 - Red Cross Volunteer - (May 2018 - November 2018)
 - [give a summary of your work as a volunteer]
-

Skills

- Additional Languages - [level of proficiency]
- Any other qualifications
 - [additional online courses, CPR training, accredited lifesaver... anything!]

[Your Name]
[Contact Number]
[Email Address]

[Date]

RE: Clerkship Application

[Name of Recruiter]
[Title e.g., HR Consultant]
[Law Firm]
[Address or Email]

Dear [name],

My name is [name] and I am seeking a position as a [position] at your firm. I am studying [degrees] at [university] with a [combined/law] [GPA/WAM] of [##].

[This paragraph should explain your interest in the employer. For each firm you are applying to, think of some key reasons that differentiate them from others to distinguish yourself as a genuine candidate. Good things to specifically reference include how the firm's practice areas, locality or culture tie in with your interests and experiences. If they worked on a specific case or deal that you are interested in, mention it here. If you have met with anyone from the firm, include it in this paragraph].

[This paragraph should go on to explain your interest in the role and in practising law. Be sure to tie this in with your own narrative and experiences. If the firm you are applying to specialises in a particular area (such as commercial/family), specify why you are drawn to that area of practice].

[This paragraph goes further into your own experience, explaining why you are a good fit for the specific firm and the role. Outline your work, volunteer, competitions and academic experience here. Try to specifically tie in these experiences to the relevant practice areas. For example:

- Instead of saying, 'I have participated in numerous competitions such as Mergers and Acquisitions competition. This makes me a good fit for this law clerk role.' ... Try saying, 'My experience participating in the AULSS Mergers and Acquisitions competition solidified my interests in transactional law and inspired me to learn more about this practice area. Furthermore, working on this competition improved my knowledge of commercial law and developed my critical thinking and analytical skills.'

It is good to end this paragraph by demonstrating that the summary of all your experiences makes you a good fit for the firm and the role].

[In your final paragraph, state once more that you believe you would be a good fit for the role. Finally, thank them for taking the time to read your cover letter].

Yours sincerely,

[name]

PSYCHOMETRIC TESTING

Increasingly, firms are choosing to use online testing as part of their application process. These tests will generally be automatically emailed to candidates after they have submitted their applications.

Testing is particularly common for the larger firms who receive many applications. Types of testing that may be used are:

- Personality testing: these tests will ask you a series of questions in order to identify your personality traits.
- Skills-based testing: these tests will ask you questions in order to test your verbal reasoning, logical reasoning or numerical ability.

Be sure to read the email in order to determine how the results of the tests will be used in the application. Personality and skills-based testing may be considered, but only used in conjunction with other methods of assessment. However, some firms use tests as a method of automatically reducing the number of applicants.

Be aware that most personality-based tests have inbuilt detection for inconsistencies, so it is important to respond with answers you consider to be accurate rather than what you think recruiters want to hear.

Practice Questions

Sample questions are often available online. Completing them under timed conditions may be beneficial, particularly if you are not familiar with the type of test used. However, some firms use the same testing programs. Therefore, if you have already done that specific test for another firm, you will have to submit the same results for each firm.

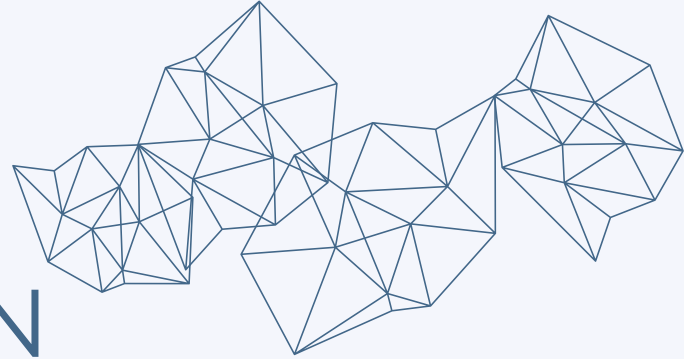
Time Restrictions

The testing may have time restrictions. Be sure to take the test in a quiet place with a good internet connection. Firms will often provide a set period of time in which to complete the test (usually two days). Let the firm know as soon as possible if this will cause any issues.

Quick Tips

- Check the type of test, the time you have to take the test and when you need to respond by.
- Try practice doing mental math and identifying patterns.
- Do practice tests if available.

INTERVIEW PREPARATION



The interview is the main way in which the firm decides if you are a good personality fit. Most clerkship interviews will be a relatively informal conversation. Broadly, the key things an interviewer should take away from an interview is that you are a personable candidate with an interest in practising law at their firm. **As such, preparation will primarily consist of:**

- **Considering your “narrative”** – what you want from a career, why you want it and why working at that particular firm would be preferable.
- **Being able to talk to experiences on your resume** and explain what you learnt, and how it is relevant to the job you are applying for.
- **Consider a few different examples** of circumstances in which you had to demonstrate skills, which you may be able to adapt to different questions.
- **Prepare for questions you may be asked.** It is convenient to categorise questions as follows:

Behavioural Questions	<ul style="list-style-type: none">• These questions seek to understand how you will respond to stressful or complex situations in the workplace.• You may be presented with a scenario and asked how you would respond. Whilst you should answer in the hypothetical, it is helpful to illustrate your answer with an example wherever possible.
Technical Questions	<ul style="list-style-type: none">• These questions assist in understanding if you have knowledge in a particular area.• While these are uncommon, be sure to have an understanding of what a law clerk does, what work the particular firm does (both at a conceptual level, and examples of matters they have worked on from various sources), contemporary issues in the legal industry, and an area of law you are interested in and why.
Interest-Based Questions	<ul style="list-style-type: none">• These questions allow the interviewer to determine if you have an interest in practising law.• Whilst you are not expected to commit to working in a law firm until retirement, you should demonstrate a strong interest in working in the field. Questions which you may like to ask yourself include why would you like to practise/work in law?
Skills-Based Questions	<ul style="list-style-type: none">• These questions look to explore into and learn more about your experiences and skills you have developed.• Before the interview, make a list of situations you have faced which have developed particular skills.
Personality-Based Questions	<ul style="list-style-type: none">• These questions are aimed at getting to know you as a person, including your hobbies and non-law activities.• Prepare by considering what you do for fun, what you enjoy doing to relax, and the things you are passionate about. These do not need to be law-related (in fact, it might be better if they are not).

INTERVIEW PROCESS

Making it past the application stage of the process is a great achievement. If your application has made it through you should feel confident that you have the required grades, skills and extracurriculars to clerk at the firm.

Interview Preparation

At this stage, the focus is your personality, cultural fit and attitude. Most clerkship interviews will be a relatively informal conversation. Broadly, the key thing an interviewer should take away from an interview is that you are a personable candidate with an interest in practising law at their firm.

Practice will consist of:

- Considering your 'narrative': what you want from a career, why you want it and why working at that particular firm would be preferable. This is usually the first question asked in any interview.
 - Consider a few different examples of circumstances in which you had to demonstrate skills, which you may be able to adapt to different questions. Ideally, you should have a range of examples from different activities which you can use.
-

Video Interviews

Due to COVID-19, virtual interviews were the norm during the 2020/21 clerkship season. In 2021, many firms chose to continue using pre-recorded interviews as a precursor to formal interviews (whether in-person or virtual). You can prepare yourself by implementing the following strategies:

Get your video interview set up ready in advance

- Take some time to ensure that you have a plain background behind you, if this is not possible then make sure your webcam looks out onto a tidy room and hide any personal items that you would not want your employer to see.
- Make sure your camera is at eye level with enough room to communicate body language, and that your face is brightly lit.

Practice filming yourself

- Film yourself responding to some practice questions to make sure you are speaking directly into the camera. You can also get friends or family to help you with practice videos.

Think about your video interview outfit

- While you might be interviewing from home, it is still important to look the part. Professional attire and looking tidy is a great way to make a good first impression.



FIRST ROUND INTERVIEWS

Interview Tips

- **Know** where you are interviewing, how long it takes to get there and aim to be around 5-15 minutes early for your interview.
- **Pay attention** to your presentation. Formal business attire is standard for interviews.
- **Double check** if the firm requires you to bring anything, occasionally they request an official academic transcript.
- **Remember** the interview commences as soon as you near the building, so be polite and professional when talking to anyone you may meet (including receptionists and other staff).
- **Greet** your interviewers with a firm handshake and good eye contact.

When responding to interview questions, keep in mind:

- **Listen and respond** to the actual question. If you do not understand it, ask your interviewer for clarification.
- **Keep your answers brief** and succinct - interviews are also a test of your verbal communication skills.
- **Be as genuine as possible** in your responses. Most interviewers will see many candidates and are relatively good at discerning when candidates are trying to mislead them.
- Your interviewers will set the tone of your interview, so **follow their lead**. However, keep in mind the question-and-answer format and you can ask questions of the interviewers throughout the interview.

"Use humour! It will endear you as a person who can point out and laugh at their own mistakes. This also means that you will be seen as honest, self-aware, and ready to own up when things go wrong (and also ready to fix things too!)"

Aryan Banerjee, Paralegal





"While it is important to share your experience and skills, do not discount the value of developing rapport and the beginnings of a working relationship. So take a deep breath, relax, and show them who you are, not just what you've done and can do."

Celena Le, Law Graduate

The structure of second-round interviews is generally similar to the first round. Your interviewers may be more senior practitioners to the first round. Generally, the method of preparation will be similar to the first. A big focus of second round interviews is to allow you to have an opportunity to ask questions of the firm, so be sure to come prepared with some you would like to ask.

Interstate Tip

The second-round interview is likely to be a way for the firm to sell itself to you. Equally, the firm will be looking for you to demonstrate enthusiasm for their firm over other options - you can demonstrate this by asking lots of well-thought-out questions. The interviewers may ask you how many firms you are interviewing at, and why you would be particularly interested in working with them. For each firm you are looking at, think of some key reasons that differentiate them from others to adequately answer this question. This is particularly common in Sydney, where candidates can only participate in one clerkship.

Post-Interview Contact

Interviewers from some firms call applicants after the interview and before the offer day if they have any questions. Some interviewers may reach out to particular applicants on an ad-hoc basis to check in, or to arrange meetings with applicants and practitioners in their area of interest. The first thing to note is that a lawyer's time is valuable, and if you are receiving contact outside of the interview you should take it as positive news.

SECOND ROUND INTERVIEWS



SAMPLE QUESTIONS

Be sure to have an understanding of:

- What a law clerk does;
- What work the particular firm does;
- Issues in the legal industry; and
- A general area of law you are interested in, both at a conceptual level, and more specific

Technical Questions

Technical questions are less common in law interviews but are common in certain sectors such as banking and finance.

Behavioural Questions

- What would you do if you have two tasks from senior lawyers with competing deadlines?
- How would you handle a conflict with a co-worker?
- Describe a situation where you demonstrate leadership; what did you learn from this?
- Describe a recent example of you working in a team.
- Describe a situation where you demonstrated leadership.

These questions seek to understand how you will respond to stressful or complex situations in the workplace. The STAR Method is a structured manner of responding.

- Where would you like to be in 5-10 years?
- Why would you like to work in law?
- What you enjoy doing to outside of university and work?

Personality Questions

These questions will aim to get to know you as a person, whether you have an interest in practising law and your hobbies, including non-law activities.

Quick Tips

- The STAR (Situation, Task, Action and Result) is a brilliant way to structure your responses
- Thoroughly research the firm
- Do not regurgitate what is on your resume as they already have that information
- Aim to have a balance between professionalism and friendliness (do not use colloquial terms, but do not sound like a rehearsed robot either!)
- Be authentic! Be you!

FOLLOWING INTERVIEWS

Buddies

Buddies are very common in interstate application processes. Some firms will allocate you a 'buddy', who will generally be a junior lawyer. The function of a buddy is to provide you with a person you can talk to about the recruitment process outside of your interviewers or the human resources department. Your buddy will generally get in contact with you. If you are allocated a buddy before your interview, it can be helpful to ask them what to expect and if they have any advice.

Your buddy is likely to take you out for coffee before or after your interview. This will be an opportunity to talk about how it went and learn more about the firm and working as a lawyer in general. It is informal, so feel free to ask questions you may not have wanted to ask during the interview (like what the hours are actually like and if they find the work interesting). This is a great opportunity for you to learn more about practising law and the firm in general. However, keep in mind that the buddy is still able to provide feedback on you as part of the recruitment process and may know your interviewers socially. Be careful to be polite to everyone you have met through the process and still demonstrate a genuine interest in the firm and work.


Cocktail Nights

Cocktail nights are an opportunity for you to get to know representatives of the firm in an informal setting. Candidates and practitioners will often be in a large room with food and drinks provided and will be invited to mingle. In 2020/21, these events were held virtually due to the impact of COVID-19. Introducing yourself to firm representatives can be daunting, but it is important to get out of your comfort zone. It can be helpful to start by introducing yourself to a few junior solicitors. After some conversation, most will be happy to introduce you to other people with whom you may have some common interests.

The conversation at a cocktail night is not the same as an interview, so focus on engaging in genuine conversation rather than talking up your abilities. Further, it is very important that you are polite to other candidates. Not only are they likely to become your future colleagues, but firms pay attention to the way in which you interact with others.

If not otherwise specified, business attire is appropriate. Alcohol will often be provided at cocktail nights. Adjust your alcohol intake accordingly and ensure you have eaten something beforehand.

As this is part of the formal recruitment process, you should assume that you are being assessed on your 'performance' at the cocktail evening. This can mean everything from your ability to genuinely engage with others and make a lasting impression, through to the way in which you simply carry yourself in the room. If the firm will reduce the number of candidates in the process after the cocktail night, you should place a focus on getting to know a number of practitioners. If the firm is not making a cut to the number of candidates after the cocktail night, then the focus is likely to be for you to get to know the firm (although any very positive or negative interactions may affect your application).



Clerkship season can be stressful, so it is important to maintain your mental health and general wellbeing during this time. Get support from your friends and family.

Everyone deals with the clerkship process in different ways and it is important to know how to recognise and respect this. Online forums can be a great method to communicate with other applicants, particularly in interstate applications.

Following Up

Most firms will send an email indicating whether or not you have progressed to the next stage of the application. However, emails indicating you have not be successful are unfortunately notorious for coming late, or not coming at all. If you do not hear back by the time interviews have commenced, it is safe to presume you have not progressed. If you have any concerns or are interested in receiving any feedback on your application, you may like to send an email to the human resources contact. Perhaps most importantly, take a moment to reflect on the application process: what have you learnt about the different firms and opportunities out there? What have you learnt about the application process? What have you learnt about yourself and the type of clerkships or work you may be interested in applying for in the future?

Offer Day

Most firms will contact successful candidates on offer day, as specified by the relevant uniform clerkship scheme. Successful candidates will usually be contacted by phone with a follow up email. Unsuccessful candidates are likely to receive a notification towards the end of the day. There is no denying that offer day can be a bit stressful, so try not to wait by the phone and, if unsuccessful, remember that it is not the end of the world! The fact that you have gotten as far as you have is a great testament to your ability, and there are always more opportunities.

Choosing Where To Go

If you are interviewing at multiple firms, put some thought into how many clerkships you would want to accept and which firms you would prefer. This will be primarily based on your interactions with the firms throughout the process, your areas of interest and the type of firm you think you would like to work for. Generally, you will have one or two days to accept, or decline offers. However, some firms may request an immediate indication as to whether you are likely to accept the offer whilst on the call. In this circumstance, it is appropriate to give a positive indication qualified by the fact you will officially respond at a later time.

END OF THE APPLICATION PROCESS

ACCEPTANCE & BEYOND

Other Opportunities

If you do not receive an offer to undertake a clerkship, it can be disheartening. However, do not doubt your own abilities because of this. Clerkships are by no means the only way to get a great job in your chosen area of law, and there are many opportunities out there that are not advertised. It is important not to be phased by the plethora of clerkships, and to embrace other opportunities.

How to Succeed as a Clerk

During your clerkship, your tasks may include drafting documents and correspondence, research and administrative duties. The firm is likely to provide you with training during the clerkship. However, here are some key tips to help your time with the firm run more smoothly:

- The most important attribute is your attitude. Be positive, collaborative and willing to help and learn.
- Seek out feedback as you go where possible and seek to constructively integrate it into your work.
- Don't feel like an imposition. Take an interest in the work that is going on beyond the tasks you have been allocated and ask questions where appropriate.
- Give yourself room to grow. Keep in mind that there may be a steeper learning curve than what you are used to.
- Always communicate more rather than less. If you are having trouble completing a task or have multiple completing priorities in a set time, let your supervisor know early and keep them updates if the circumstance changes.
- Make an effort to get to know your colleagues and fellow clerks - at the very least, they will be an important part of your professional network (and may even end up as your friends!).

Graduate Role Recruitment

The graduate recruitment scheme will differ for each firm, and the expectation of being offered a graduate job at the end of your clerkship will also vary between firms. Some common options are:

- You may be retained as a casual clerk or asked to do a second clerkship. Then, after spending a bit more time working at the firm, you may be offered a graduate contract closer to the end of your degree. This is common in SA.
 - You may be automatically considered for a graduate position at the conclusion of both summer and winter clerkships. This is common in Victoria.
 - You may be offered a graduate position. This is common in South Australia and New South Wales.

LAW CLERK DAY IN THE LIFE



ANNIE YUAN ZHANG

Midway through 2022, I had the opportunity to undertake a 6-month rotational clerkship with Piper Alderman in their Adelaide office. Piper Alderman is a national law firm with offices in Adelaide, Sydney, Melbourne, Brisbane and Perth, and specialises in commercial litigation, corporate and commercial, property, projects, infrastructure and construction, employment relations, restructuring and insolvency, financial services and fintech, and intellectual property.

Throughout the program, I rotated through the Financial Services and FinTech team, the Corporate team, and the Projects & Construction team, in spending 8 weeks in each team. Across these teams, my tasks consisted mainly of reviewing and drafting various agreements, documents and correspondence, undertaking high-level legal research in niche areas ranging from ASX listing rules to mining tenements and renewable energy certification — and participating in general team-related activities. I was continually supported by my team members and had a nominated ‘buddy’ within each rotation who I could direct my questions and better understand the operations of each practice group.

A distinguishing feature of Piper Alderman’s clerkship is that rotational clerks work two to three days each week over half a year, as opposed to working full-time for a month. Due to this structure, I was able to work on matters continuously, and it was rewarding to know that my work (however small in the grand scheme of things) contributed towards the bigger picture.

After the clerkship concluded, I was kept on by the Projects & Construction team (which works on some of the most exciting and innovative projects in the country) under the incredible leadership of Partners Martin Lovell and Kathryn Walker. Safe to say, I am incredibly lucky to be working with such brilliant and kind individuals — special shoutout to Juniper, Oliver, Kian and Dysie!

To any law students who are thinking about clerkships, be proactive and think long-term. Do your research about the firm and its practice areas, and lean on friends or other connections with clerkship experience for tips and tricks! Investing into extra-curriculars and developing your networking skills are invaluable. Finally, never underestimate the importance of good culture in a law firm!

LAW CLERK DAY IN THE LIFE



LUCY CHARLESTON

I was lucky enough to do a summer clerkship with Johnson Winter Slattery (JWS) this January. JWS is a commercial law firm, specialising in areas such as insolvency and debt collection, corporate law, construction, media, energy and mining, and more!

One of the great things about JWS is that you aren't confined to a single team, which meant I could decide which areas I wanted to learn more about. The clerkship was a self-driven initiative, and I was encouraged to reach out to practitioners across a range of different areas. I ended up loving employment law, and the employment law team in Sydney were very accommodating and involved me wherever they could. I really valued this flexibility.

JWS provide you a buddy (an associate) and a mentor (a partner), who were both fantastic to work with and very encouraging throughout the clerkship.

JWS was very busy, and so there were lots of interesting (albeit sometimes challenging) tasks to partake in. I gained valuable experience in client interviewing, discovery, court attendance, legal research, drafting pleadings, drafting letters of demand and advice, organising briefs for counsel, and I even had the opportunity to do a presentation for the Sydney employment law team.

My clerkship with JWS was such a rewarding way to develop my practical legal skills, and I would highly recommend a clerkship with JWS. My biggest tip is this: if you undertake a clerkship, remember that they want you there as much as you want to be there. Don't ever be scared or nervous to ask questions or for help, and don't ever feel like a burden; you are wanted! Remember this, and you will have a fun and enjoyable clerkship. Also, the clerkship isn't a competition between you and the other clerks. Help each other out and be kind, and you will make lifelong friends!

FIRM PROFILES



Pages 43 to 60

ALLEN & OVERY

The A&O difference

Global reach, local depth - We are one of the largest and most connected law firms in the world. Every day we combine our collective global resources to help our clients gain competitive advantage in the local markets they operate in.

Lasting relationships, market leadership - We combine leading legal insights with deep business know-how to build long-term relationships with our clients. Many of the world's leading businesses rely on us to solve their most complex legal challenges.

High-performance culture - Our clients expect the highest standards of service, and we have similarly high expectations of our people. We have created an environment where the brightest and most talented legal minds can flourish.

What we can offer you

Our summer clerkship program is a great way to experience firsthand our work and culture. During the program, you will gain real experience working alongside our lawyers on real deals and cases as well as specifically designed exercises that provide a valuable insight into the role of an Allen & Overy lawyer. Bespoke training will be provided by some of our leading lawyers in Australia and across our global network.

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

As your career progresses with Allen & Overy, you will be given a range of choices to develop your experiences, such as taking up

the opportunity to spend time working in another office, whether that's a rotation as a junior lawyer, a longer term secondment or a permanent transfer.

Top tier Australian and international work

At Allen & Overy, we advise on our clients most strategically important business decisions. With a track record of advising on complex, Australian and cross-border matters for market leading organisations, we are able to offer our clients the best of both worlds: the expertise and resources of a global elite law practice coupled with seasoned practitioners with Australian and international experience.

We focus on innovative and expert legal solutions across a broad range of areas: mergers and acquisitions; private equity; capital markets; regulatory and funds; anti-trust/competition; litigation and dispute resolution; banking and finance; infrastructure and projects; energy and resources; communications, outsourcing and technology and tax.

What we are looking for

There is no typical Allen & Overy lawyer. We realise each person has their unique skills and qualities. Our shared culture and the values inspire the way we work and behave: instinctively thoughtful, collectively ambitious, insightfully inventive and refreshingly open.

In addition to excellent academic results, we seek law students in their penultimate year who are team players, have a global mindset, are good communicators, have strength in planning and organisation, are adept at problem solving and have general commercial awareness with an overall ambition to build a career at Allen & Overy.

For further information, please contact: australianrecruitment@allenoverly.com.

Accept Shape what's next.



Are you open to starting your legal career at a global elite firm in Sydney?

Download your Allen & Overy
◀ Summer Clerkship 2023/24 brochure here.

Learn more
allenoverly.com/careers

Belong. Excel.

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ALLENS

Allens is a leading international law firm with a proud 200-year heritage of shaping the future for our clients, our people and the communities in which we work.

From playing a pioneering role in the development of legislation and regulatory frameworks in the Asia region, to acting on numerous 'firsts' across a range of industry and community issues, it is in our DNA to make a difference and help shape what our world looks like.

Through our alliance with Linklaters, we offer clients a global network of 41 offices in 26 locations and opportunities for our people to build international careers. With Allens, you'll work at the cutting edge of the law on the most complex and innovative deals in the market. You'll work with lawyers and professionals at the top of their game who, like you, strive to get a little better every day. And you'll be supported to take your career wherever you want it to go.

Allens >< | 200
Linklaters

Great change is here.
Shape the future with Allens



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



Find out more
at [graduates.allens.com.au](https://www.allens.com.au)

CLERKSHIP PROGRAM

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

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

GRADUATE PROGRAM

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

- two 12-month rotations in different practice areas;
- secondment opportunities in London or Asia, via our alliance with Linklaters, or with clients;
- ongoing supervision, coaching and mentoring;
- completing a Graduate Diploma in Legal Practice (via UNSW); and
- a 12-month weekly legal seminar series (Cornerstone Program).

ARNOLD BLOCH LEIBLER

What are the firms practice areas?

We organise our practice groups to allow our lawyers to be broad generalists. Our groups are split between transactions and disputes. From the client perspective, our services cover:

- Banking & finance
- Competition
- Corporate & commercial
- Dispute resolution & litigation
- Native title & public interest law
- Property & development
- Reconstruction & insolvency
- Taxation
- Technology & intellectual property
- Workplace advisory

We look for exceptional people who are seeking, and can provide, something extraordinary. We value good grades and intelligence, as well as life experience, lateral thinking, imagination and a passion for the law. Work experience and extra-curricular activities show your ability to manage your time. We look for people who know how to use initiative and accept shared responsibility for their career development. The other personal qualities we consider are a willingness to learn, sense of humour and preparedness to assume responsibility. We also like to know why you're interested in us, so please tailor your cover letter to explain why you've chosen to apply to ABL.

We keep things simple in the application process - you're asked to upload your CV, transcript and a covering letter via cvMail, or via our website (www.abl.com.au/careers). When it comes to the interview, we only hold one round. You'll meet with two partners and a member of HR for approximately half an hour. Our interviews are informal as we feel it's the best way to get to know you - we also know that we deal with incredibly impressive candidates, and we know you're assessing us too - so we like for you to feel comfortable and to be able to make a judgement on whether you can see yourself working with us. After your interview, we provide you the opportunity to have a coffee with one of our graduates or junior lawyers. They have been through the clerkship process and can answer any questions you have for them. We can arrange to hold both the interview and the post-interview 'coffee' via Zoom for candidates applying from Adelaide.

Reach out to Hayley Brown (Human Resources Manager Level 21, 333 Collins Street, Melbourne) via phone on 03 9229 9802 or via email at hbrown@abl.com.au

What are the key values of the firm?

- People
- Clients & Solutions
- Excellence & Success
- Community
- Diversity

ABL is well known for being the go-to firm when it matters. We pride ourselves on providing strategic guidance and solving complex problems related to our clients' commercial interests, legal position and reputation. This means that our legal staff are exposed to interesting and varied work where they can fully utilise their skills and potential.

We do not try to be everything to everyone - rather, we strive for excellence in our chosen areas of expertise. We encourage our employees to bring their whole selves to work each day, recognising that diversity of thought, background and life experience all contribute to our distinctive culture and the solutions we deliver for each of our clients.

At ABL, we have three clerkship intakes that coincide with university holidays (November/December, January/February and June/July). We aim for around 15 clerks in each intake, so you won't get lost in the crowd.

Essentially, our clerkship program is a condensed version of our graduate experience - you'll be immersed in our culture, be given real work, real responsibility and real contact with partners and clients in meetings, calls and court hearings.

Our clerks (and graduates) are allocated supervisors and buddies. The buddy is your go-to support person for any questions that arise from day to day. During your clerkship, we arrange a number of extra-curricular activities and networking opportunities to meet and connect with as many people at the firm at all levels across both the Melbourne and Sydney offices.

A popular inclusion in our clerkship program is a day out with one of our clients. We find that this unique experience connects the dots for clerks to see and meet the people that lie at the heart of the firm's identity. It also provides the opportunity to hear from our clients about why they have chosen ABL and what they're looking for when they come to us for legal advice.

Arnold Bloch Leibler

Lawyers and Advisers

Great minds think differently

What can you expect from our program?

Your clerkship will provide you with a unique insight into the experience you would have as a Law Graduate at Arnold Bloch Leibler. You will quickly become immersed in our culture, have the opportunity to work with partners on active matters and be given real responsibilities.

What do we look for in candidates?

We value good grades and a sharp intellect, as our work is complex and intellectually challenging – but our shortlisting process doesn't end there. We value life experience, lateral thinking, commercial acumen, resilience, imagination and a passion for the law.

We appreciate people who use initiative and can accept shared responsibility for their career development, with a willingness to learn and a sense of humour.

"I chose ABL because of its unique offering to graduates – I found that ABL was one of the few firms which encouraged client contact and experience across a variety of different matters from day one."

Drew Hawkes, 2022 Law Graduate

Key dates

Applications open:
Monday 3 July 2023

Applications close:
Sunday 13 August 2023

Interviews:
September 2023

Offer day:
Wednesday 18 October 2023

Key contact

Hayley Brown
Human Resources Manager
hbrown@abl.com.au

abl.com.au/careers

ASHURST

About Us

We advise corporates, financial institutions and governments on their most complex transactions, disputes and projects. In a changing world, our vision is to be a highly progressive global law firm

What is unique about the firm?

Our passion to be the most progressive law firm and to achieve this we offer our clients legal led consulting. Not only do we offer the best legal advice but our Risk Consulting team are able to operationalise that advice. We then use Ashurst Advance (new law) to deliver efficient, cost effective and technologically savvy solutions.

Inclusion, Diversity & Belonging are an integral part of who we are as a firm and why our culture is unique. By valuing differences and creating a safe space for colleagues to be themselves and thrive in their careers, we ensure our people experience a sense of belonging. .

What qualities does the firm look for in clerks?

We are looking for diverse candidates with a broad range of backgrounds, all united by a common set of strengths. · A passion to develop a career in a leading global commercial law firm · Outstanding communication skills · Analytical ability, motivation, determination and drive · Commercial awareness · Teamwork and interpersonal skills

What tasks can a clerk expect to take on?

Tasks can include case law research, drafting legal expertise updates, note-taking during meetings and contract review. There will also be opportunities to be involved in attending court, drafting advice to clients, client secondments and accompanying lawyers to a pro bono clinic.

Begin your story now and apply

We recruit seasonal clerks across our five offices in Australia. You'll have to do your own research, and check our website for the application deadline for your chosen office. We encourage you to only make one application to one location.

Accuracy, clarity and honesty are a must. Above all, we want to know the real you. Just as importantly, we'll be looking for the qualities that will make you a good Ashurst lawyer.

What you say in your application is up to you: but be sure to express your personality and tell us why you want to be a commercial lawyer – and why you'd like to join Ashurst in particular.

Our application process allows us to assess whether you will be a good fit for Ashurst.

Begin your story now and apply at [ashurst.com/students](https://www.ashurst.com/students)

- Meet Us
- Apply online
- Online assessments
- Interviews
- Information events
- Offer



Create your story at Ashurst

Begin your story now at [ashurst.com/students](https://www.ashurst.com/students)

Our people are our greatest asset.

We invite you to explore the stories of our people, history and culture at all levels of the firm, both past and present and hope that in doing so, you will reflect on creating your own story at Ashurst.



Scan the QR code to read the 200 stories project.



CLAYTON UTZ

Clayton Utz is a leading Australian law firm, known for the strength of its independent culture and confident and engaging approach.

Staying true to your direction is what defines Clayton Utz. We've built a team of down-to-earth, collaborative lawyers who know that at the heart of exceptional client service is knowing what your client needs. We offer the sharpest legal minds and the clearest advice that cuts through complexity, so our clients can concentrate on the things that really matter. We have an unshakeable sense of what's possible.

Values

Our culture is founded on the behavioural values of trust, respect and co-operation. And this is supported by our people and our work exercising the highest ethical standards. It underpins everything we do. It affects the way we approach each other and our work, our service to our clients and our community involvement.

Practice Areas

We have 14 different practice areas: Banking & Financial Services, Commercial Litigation, Competition, Corporate, M&A & Capital Markets, Environment and Planning, Forensic & Technology Services, IP and Technology, Major Projects and Construction, Public Sector (Government Services), Real Estate, Restructuring and Insolvency, Tax, Workplace Relations Employment and Safety and Pro Bono.

Opportunities

Clerkship Program:

If you're a law student in your penultimate year, our Clerkship Programs will let you experience the fast pace of a full-service commercial law firm and show you the law in action.

You'll be working under the guidance of some of the sharpest legal minds in Australia, on challenging, complex, and high-profile transactions and matters. You'll be mentored by partners and lawyers who are leaders in their fields, in a firm where individuality is embraced, and innovation actively encouraged.

Our Clerkship Programs are our future pipeline for the Graduate Program. They are designed to give you a feel for what it's like to be a Graduate and they are a great place to start your career.

Graduate program:

It's not just about wearing a suit. There's always a gap between theory and practice, and post-university prospects can be daunting. How do you make the leap to working in the industry?

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

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

Who are we looking for?

We're looking for people who are personable, practical, commercially-savvy as well as flexible. Our lawyers undertake complex and innovative legal work, so it's important that our clerks and graduates are motivated individuals who aren't afraid of a challenge. We are also interested in learning more about your outside interests. You need to be able to balance your professional and personal lives and have fun!

Most importantly, we are looking for people we'd enjoy working alongside. We want clerks and graduates who embody the firm's behavioural values of trust, respect and co-operation - as well as staying true to themselves and exercising the highest ethical standards.

Primary HR contact

Danielle Sandys
Graduate Resourcing Consultant
careers@claytonutz.com
<https://graduates.claytonutz.com/>

STAY TRUE.

Staying true to your direction is what defines Clayton Utz. We've built a culture that's unlike any other law firm, but don't just take our word for it. A good lawyer needs compelling evidence so meet our people and judge for yourself.

claytonutz.com/graduates

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



CLAYTON UTZ



CORRS CHAMBERS WESTGARTH

About Corrs

Your journey from outstanding graduate to exceptional lawyer begins at Corrs. As Australia's leading independent law firm, we're known for delivering legal excellence, exceptional client service and outstanding results. We advise on the most significant global matters and connect with the best lawyers internationally to provide our clients with the right team for every engagement.

Your time as a clerk at Corrs

The majority of our graduates join us after experiencing a seasonal clerkship program. You'll be exposed to a broad range of interesting matters and have the chance to complete tasks such as conducting research, reviewing and presenting documents, attending court hearings, mediations and settlements, as well as shadowing partners and lawyers in client meetings and business development activities.

What does Corrs look for in a clerk/graduate?

We want people who bring out the best in those around them, work well in a team and take pride in their work and achievements. We assess against a broad criteria which considers business and commercial acumen, initiative, ethical behaviour, previous employment, legal excellence, a commitment to commercial law, energy and drive, involvement in community life and strong interpersonal skills.

International opportunities (work and study)

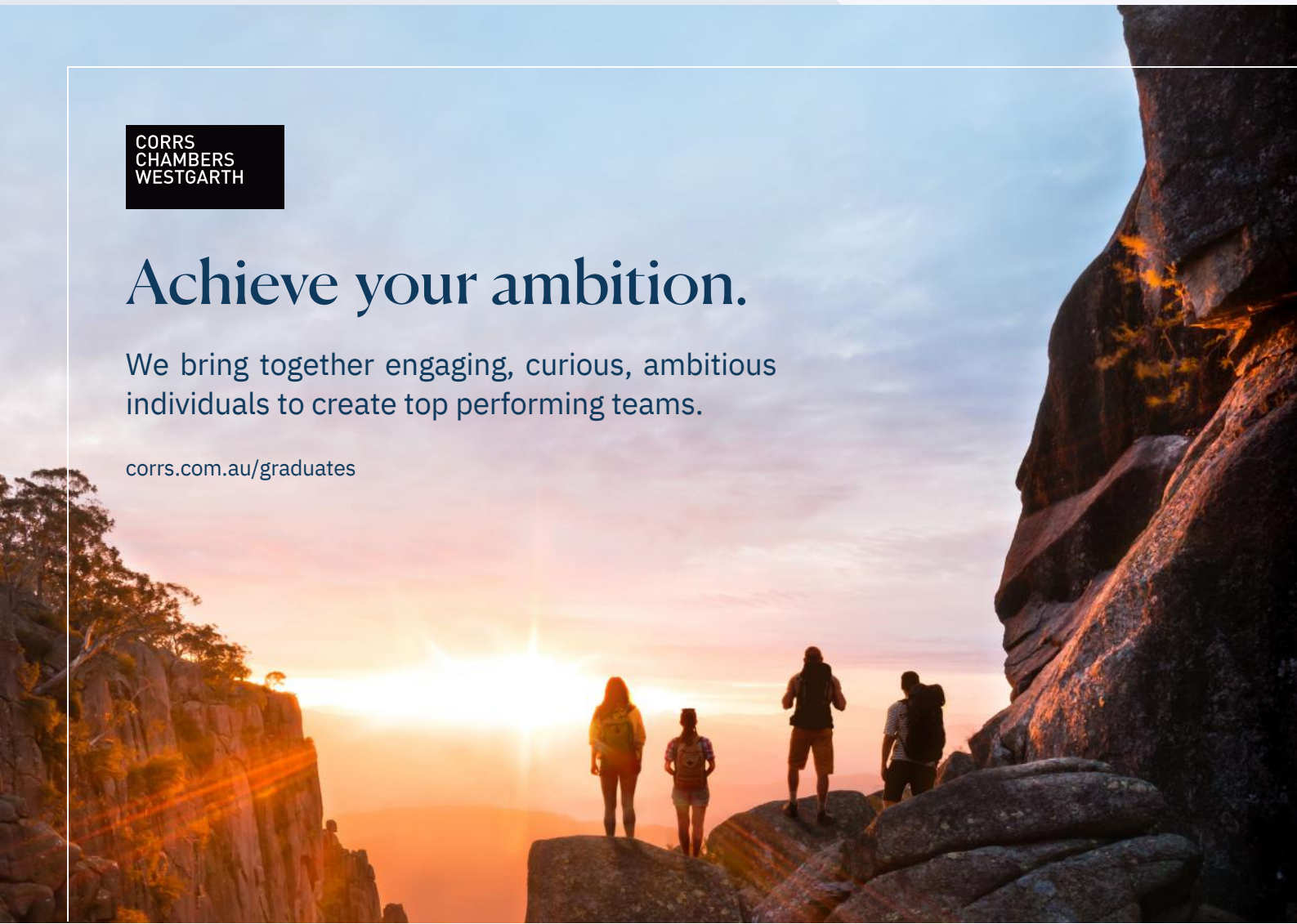
Through our long term relationships with leading law firms across the world, we advise on the most significant global matters and connect with the best lawyers internationally to provide our clients with the right team for every engagement. Our lawyers have been on international secondments to leading firms in Amsterdam, New York, London, Milan, Paris, Tokyo, Singapore and more.

CORRS
CHAMBERS
WESTGARTH

Achieve your ambition.

We bring together engaging, curious, ambitious individuals to create top performing teams.

corrs.com.au/graduates



HERBERT SMITH FREEHILLS

About Us

With over 25 offices spanning Asia, Europe, Australasia, and the Middle east, we can show you exactly what a world class commercial law firm has to offer, giving you the chance to work as part of an international team, on high-profile matters, for some of the most significant organisations in the market.

Our focus is on the future: the future needs of existing and new clients, the future of the legal profession and investing in our future lawyers. That's why we aim to attract the best talent from a broad range of backgrounds, ensuring we are optimising our position as a progressive, forward thinking professional services business. At Herbert Smith Freehills, you'll be given the opportunity to develop the skills you need to help solve our clients' most complex challenges in thoughtful and innovative ways.

What we look for

Great lawyers are both curious and creative. We encourage you to challenge assumptions and open yourself up to new ideas. It's this growth mindset that creates opportunities for you and your clients. So, what exactly are we looking for?

There's no single path to becoming an exceptional commercial lawyer. We look beyond your academic record and your technical aptitude. We're focussed on finding people who have the curiosity to explore all the angles and the empathy to place themselves in their client's shoes. Building great relationships takes a certain understanding and as our global village gets ever smaller, we look for graduates who think of themselves as citizens of the world.

In line with our 10 Actions for Change we are proud to use the Rare Contextual Recruitment System (CRS). The CRS allows us to understand each applicant's achievements in the context that they have been gained. We understand that not every candidate's achievements look the same on paper – and we want to recruit the best people, from every background.

Please note: an application should only be submitted to the office where you intend to start your career as a graduate. Multiple applications will not be considered.

Clerkship Program

We select many of our graduates through our vacation clerkships. During this immersive experience, you'll receive hands-on practical experience, actively contributing, as you work on some of the diverse challenges facing the team you're collaborating with.

You will gain a deeper understanding of life at the firm and what your future could look like if you join us. Some key features include the opportunity to:

- Sit within a specific team, delivering real work for key clients
- Before you join, submit a preference for a team to tailor your experience
- Navigate the first step of your career with partner and graduate mentoring support
- Attend workshops and presentations covering all our practice areas
- Contribute to our pro bono practice
- Work with cutting edge technology through our innovation projects
- Networking opportunities to meet people across the firm

We offer a range of summer and winter clerkships across our Australian offices.

Key Dates & Deadlines

Melbourne

- **Positions:** 60-65
- **Clerkship programs:** 1 Summer & 1 Winter
- **Applications for all 2023/24 programs open:** 3 July 2023
- **Applications for all 2023/24 programs close:** 13 August 2023
- **Offers made:** 18 October 2023

If you have queries about graduate or vacation clerk positions, please visit our website: careers.herbertsmithfreehills.com/au/grads/vacation-clerkships or contact one of our graduate recruitment consultants.



HERBERT
SMITH
FREEHILLS



ELEVATE YOUR EXPERIENCE

CAREERS IN COMMERCIAL LAW

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 @HSFGRADUATESAU

JOHNSON WINTER SLATTERY

Our Firm

Johnson Winter Slattery is a leading independent Australian law firm. We advise major corporations, funds and governments on their most challenging transactions and disputes.

Our Values

Looking after people is our top priority. Our ethos is: "We're in it together" – it's the cornerstone of our business and it guides our approach to everything we do.

Our Culture

When you ask our lawyers "Why JWS?" the most common response is: "Because of the people."

We pride ourselves on being down to earth, approachable, but always high performing. We offer a unique opportunity to take on high end legal work in an environment where people support each other. Our high level of senior lawyer engagement will give you more opportunity to shape your career and step up.

Our firm is committed to creating a culture of inclusion and belonging through diverse thinking, strong team collaboration and growth for our people, clients and communities. We genuinely care about our people and want everyone we work with to feel valued, respected and able to be themselves. Our commitment includes building relationships and fostering opportunities with First Nations peoples and organisations through our Reconciliation Action Plan.

Our Prominent Practice Areas

- Corporate
- Dispute Resolution
- Energy & resources
- Competition & antitrust
- Restructuring & insolvency
- Intellectual property & information technology
- Employment
- Tax

- Environment & planning
- Private equity & venture capital
- Foreign investment
- Finance
- Projects, infrastructure & construction
- Funds management
- Real Estate
- Corporate crime & investigations

Our Point of Difference

Our business model is different to other firms. Our lawyers work collaboratively across practices, with no silos or bureaucracy getting in the way of delivering great outcomes for our clients. We want our lawyers to focus on the quality of their legal work and client experience. With a culture focused on supporting people, we offer graduates the opportunity to get hands-on experience, working on market leading legal work in a down to earth environment where people thrive.

The Clerkship Program

Our clerkship programs provide a realistic snapshot of your future with Johnson Winter Slattery. We will put you at the forefront of the corporate world, working with our clients on their most complex and business critical legal work – it's what we do best. You will be given the opportunity to work closely with partners and senior lawyers across all of our practice areas. From day one, you will work on high profile, complex matters and receive guidance and mentoring from a strong support network. You will also benefit from your own structured and bespoke professional development program.

The Way to Stand Out

We are looking for people who are not only determined to get the best outcomes for our clients, but who share our values and want to work in a firm where people look out for each other. If you are driven to solve problems or get deals over the line, value collaboration over individual gain, and want a workplace that is low on admin and bureaucracy, then we want to talk to you.

JOHNSON
WINTER
SLATTERY



Choose your next move wisely

Our business model is different to other firms. We offer our graduates the opportunity to get hands-on experience, working on market leading legal work in a down-to-earth environment where people thrive.



A BETTER PLACE TO WORK jws.com.au

Our Firm

LK Law is an international law firm with a focus on risk management, complex commercial disputes, investigations and inquiries. Established in 2004, LK has a strong record of delivering outstanding outcomes for our clients. We have offices in Australia and London and assist clients across multiple jurisdictions and industries. Our team consists of experienced lawyers who are renowned strategists and creative problem solvers. We are known for our tenacity, commitment and commerciality, as well as our enduring passion for our profession. We thrive on a challenge and strive for excellence in everything we do.

Areas of Expertise

LK concentrates on:

- Commercial litigation
- Commercial arbitration and investment treaty claims
- Insolvency and asset recovery, including cross-border investigations and proceedings
- Audit and other professional negligence
- Independent corporate and regulatory investigations
- Risk minimisation and corporate governance
- Cyber risk and data privacy

LK has acted in some of the largest and most complex disputes in Australia and internationally, including leading successful appeals in the highest courts and tribunals.

While our cases are often noted for their scale, we regularly advise clients on how to manage risk. We are often engaged to address potential issues and to find swift, discrete and commercial resolutions before disputes escalate. We have a strong focus on technology and apply it to provide clients with distinct strategic and cost advantages.

Our Clerkship Program

LK offers clerkships to students who have demonstrated academic excellence and practical ability and who, through their studies and extracurricular activities, show a commitment to the highest levels of achievement.

Our clerkship program is progressive, enriching and adaptable to the individual's needs. Talented, energetic and committed clerks are provided with an opportunity to develop their professional careers and personal skills in a rewarding team environment.

Clerks at LK experience a diverse range of professional and practical tasks. Our team-based approach ensures direct contact and communication with principals and senior members of LK.

All our clerks are supported by mentors and buddies during their time at LK to help them thrive in the clerkship experience.

Clerkships at LK are an important career pathway, with many of our clerks joining the firm as graduate lawyers. From a career perspective, LK offers practitioners a chance to work on strategically significant, complex commercial and financial disputes.

Applications

Annually, we offer up to 20 clerkship placements for students in their third, penultimate and final years of study.

Clerkships are four weeks in length and take place during the summer and winter university breaks.

When applying candidates should ensure they provide a cover letter demonstrating that they possess the qualities that we look for (see our website), their CV and their most up to date academic transcript.

If you have questions about LK's Clerkship Program, please contact Lorraine Wohling - lwohling@lk.law / 08 8239 4600.

Key Dates

Applications for LK's 2023/24 Clerkship Program have closed, however we will consider applications from outstanding candidates throughout the year. Applications for LK's 2024/25 Clerkship Program will close in April 2024.

Clerkship applications should be submitted to clerkships@lk.law.



LK Clerkship Applications – 2024/2025

Third to final year students

LK recruits from March to April each year for Winter Clerks and two intakes of Summer Clerks - November to December and January to February. Each intake will be for four weeks.

When applying candidates should ensure they provide a cover letter demonstrating that they possess the qualities that we look for including:

- Academic Accomplishment
- Analytical
- Curious and Resourceful
- Energetic and Disciplined
- Adaptable
- Team Orientated

Please go to our website – www.lk.law/careers/ for further information.

Applications for our 2023/24 Clerkship Program have closed, but we will consider applications outside this time. Applications should be emailed to clerkships@lk.law.



If you have questions regarding our Clerkship Program, please contact Lorraine Wohling, Practice Development Manager – lwohling@lk.law.

THOMSON GEER

What are the firm's practice areas?

- Banking & Finance
- Construction & Projects
- Corporate & M&A
- Employment, Workplace Relations & Safety
- Environment & Planning
- Gaming & Hospitality
- Insurance
- Intellectual Property
- Litigation & Dispute Resolution
- Media
- Property
- Restructuring & Insolvency
- Superannuation & Wealth Management
- Tax

What are the values of this firm?

Our clients are at the centre of everything we do; so it is not only the collaborative, supportive relationships we have with each other, but also the well-established, trusting relationships we have with our clients, which make Thomson Geer a great place to work.

Thomson Geer strives to deliver best practice legal skills to our clients, doing so efficiently, reliably and with an authentic and transparent approach. We are focused on enhancing the competitive position of our clients in whatever circumstances they find themselves in.

This philosophy extends to the way we interact with each other. Honestly, transparently and supporting each other to be the best lawyers and people we can be.

What opportunities are available within this firm?

Our Clerkship Program

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

During your clerkship with us, you will:

- Participate in a structured program.
- Undertake meaningful work for real clients, including opportunities to attend client meetings, observe court proceedings, conduct legal research, draft correspondence and court documents and develop technical skills in areas such as drafting, due diligence and disclosure.
- Have the assistance and support of a supervising partner as well as a junior lawyer who remembers what it was like to be a new clerk and can act as a buddy and mentor.

- Participate in a formal performance review process with your supervising partner and mentor to reflect on your development and capture feedback from your colleagues.

Our Graduate Program

Students who complete a clerkship with us will be eligible to be considered for a position in our next graduate program. This program runs for 12 months and includes rotation among different practice areas to help determine the area of law which best suits you.

What do you look for in an applicant?

We're 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 ready to commence their career with a major law firm.

We are especially keen to talk to students who have, or are working towards a second degree in technical fields, such as commerce, engineering and science.

Our clerks are curious, hungry to learn and committed to constant innovation and improvement. When we receive a clerkship application, these are the things that make you stand out from the crowd:

- A genuine interest in the areas of law in which we practice.
- Demonstrating an understanding of, and interest in, the commercial environment, as this helps our clerks contribute to the success of our clients.
- Demonstrating a dedication to pursuits outside of your university studies. Whether it be in work or community interests, being able to show that you constantly seek opportunities to contribute more than is expected – in both your personal and professional pursuits. We hold in high regard a commitment to continuous self-improvement.

We look for a strong work ethic in our clerks, so we look for an application that is able to demonstrate that.

And importantly, be yourself. A diverse range of people is important to our success and we love to see your personality in your application.

Contact Us

Hilary Riddle, People & Development Adviser, +61 8 8236 1219, hriddle@tgilaw.com.au



**Reach your
potential**

Join a major Australian law firm.

Starting your legal career at Thomson Geer will offer you real, hands-on experience across a wide variety of commercial disciplines and industry sectors, in a supportive and collaborative environment.

We're ready for you

With over 560 people, including 138 partners across Sydney, Melbourne, Brisbane, Perth, Adelaide and Canberra, we're one of Australia's 10 largest law firms and its 5th largest independent one.

We offer a flexible, friendly and professionally stimulating environment that puts both our trusting client relationships and our staff's wellbeing and development at the forefront.

From day one, you'll be an active participant in the team, involved in all aspects of legal practice, and working directly with experienced practitioners.

Are you ready for us?

We're 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 ready to commence their career with a major law firm.

We are especially keen to talk to students who have, or are working towards a second degree in technical fields, such as commerce, engineering and science.

How to apply

Applications for our 2023/2024 Adelaide Summer Clerkships open on 3 July 2023 through our website.

tglaw.com.au

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Lawyers

UNIFORM CLERKSHIP SCHEME KEY DATES

SOUTH AUSTRALIA

Applications Open: Monday 3 July 9am
Applications Close: Friday 28 July 5pm
Interviews Commence: Monday 7 August
Offers Made: Monday 11 September 9am
Offer Acceptance Deadline: Wednesday 13 September 5pm (ACST)

AUSTRALIAN CAPITAL TERRITORY

Applications open: Monday 5 June
Applications Close: Sunday 9 July
Offers Made: Wednesday 13 September
Offer Acceptance Deadline: Thursday 14 September 5pm

NEW SOUTH WALES

Applications open: Monday 5 June
Applications Close: Sunday 2 July or Sunday 9 July
Offers Made: Wednesday 13 September
Offer Acceptance Deadline: Thursday 14 September 5pm (AEST)

QUEENSLAND

Applications open: Monday 17 July 9am
Applications Close: Friday 11 August 5pm
Offers Made: Wednesday 11 October (AEST)
Offer Acceptance Deadline: Friday 13 October

VICTORIA

Applications open: Monday 3 July
Applications close: Sunday 13 August
Offers Made: Wednesday 18 October
Offer Acceptance Deadline: Wednesday 18 October

WESTERN AUSTRALIA

Applications open: Monday 26 June
Applications close: Sunday 30 July
Offers Made: Friday 15 September
Offer Acceptance Deadline: 15 September

Please note that these dates and times may vary between firms.



PRACTISING REGIONALLY AND ABROAD



Pages 62 to 68

PRACTISING REGIONALLY

Key Takeaways

- Practising regionally offers a wide variety of opportunities such as family law, criminal law, and commercial law
- Access for justice in regional areas is a major issue
- There are many benefits such as work/life balance and living in great locations

Overview

If you want to live in a beautiful location with a great work/life balance and lots of time for recreation and/or family, practising regionally may be for you. Often, students are presented with city-based opportunities as they enter their legal careers. However, there are many opportunities located outside of Australia's major cities. Practising regionally allows lawyers to work with local communities, handle a wide variety of matters, and have a tangible impact on remote, rural and regional areas of Australia.

Approximately 10% of lawyers that live outside of Australia's major cities actually practise in those areas (InDaily, 2017). As a result, access to justice for those in regional Australia has remained a major issue. With this demand, you will have the chance to be exposed to direct client work, court appearances, and a large range of legal issues far earlier in your career than you may in a city-based firm.

Whether you would like to work in the private or public sphere, there are plenty of opportunities available. Options include court work, child protection solicitor with relevant government departments, local government or corporate work. Lots of private country lawyers also have the opportunity to partake in publicly funded legal aid work. Publicly funded legal assistance services include the regional Legal Aid offices, the Aboriginal Legal Rights Movement, Community Legal Centres and Family Violence Prevention Legal Services.

Why did you choose to practise regionally?

On completing my degree, I was quite uncertain if I wanted to practise as a lawyer and if so I was even more uncertain about what areas of law to practise in.

I felt that the only way to know for certain was to 'dive straight in' and get as much exposure to the law as possible, working in as many areas of law as possible. By practising rurally, I thought that this would give me both of those things, and it certainly did.

The opportunity to have early contact with clients was also something that was really appealing to me and I felt I was more likely to get that experience practising rurally, rather than potentially getting stuck in some back office in Adelaide.

I also grew up in rural Eyre Peninsula so had a desire to return to live rurally, especially while I was younger without any significant commitments.

What are the main benefits of rural practice?

The lifestyle afforded when practising rurally is a significant benefit. There are obviously very short commutes to and from work, you can immerse yourself into a small community and form very good friendships along the way.

Speaking from my own personal experience, you also develop a very strong bond with your clients and a relationship of trust is created quite quickly. A lot of rural clients are 'salt of the earth' people who are very trusting and appreciative of the work that you do, and are generally excellent to deal with. It is not uncommon to have a beer and a yarn with your clients at the local pub or sporting club (otherwise referred to as 'marketing' in our office).

As I have largely worked in the regional offices of full service law firms, I have had the opportunity to practice in most areas of law which I believe has given me a very good grounding in the law. Coupled with the ability of client interaction from the very start of my career, and the responsibility of running my own files, this has had a significant impact on my career today.

What advice would you provide students who are thinking of practising regionally?

My advice would be that you won't know until you give it a go! In my opinion, it is a very worthwhile experience for reasons already set out above which will place you well for the rest of your career. The work is incredibly rewarding and the small rural communities are generally great places to live.

To learn more about practising regionally, the LSS caught up with Callen Bubner, Senior Associate at Mellor Olsson Lawyers in Clare.



REGIONAL FIRMS & PRACTITIONERS

Aboriginal Legal Rights Movement	Criminal, Civil & Family	Adelaide, Port Augusta & Ceduna
ASW Lawyers	Wills, Estates, Family & Criminal	Mount Gambier
Andersons Solicitors	Commercial, Family & Personal Injury	Adelaide, Tanunda
Bartel & Hall	Commercial, Family & Conveyancing	Victor Harbour
Boylan Lawyers	Family, Employment, Conveyancing, Wills & Estates	Port Pirie
Clelands Lawyers	Family, Commercial	Adelaide, Regional SA
Coates Lawyers	Commercial, Criminal, Family, Succession	Port Lincoln
DeGaris Lawyers	Commercial, Family Criminal, Wills, Estates, Conveyancing	Mount Gambier
Downs Lawyers	General Practice	Mount Gambier
Eckermans	Commercial, Conveyancing	Naracoorte
Germein Reed	General & Conveyancing	Kadina
Georgiadis Lawyers	Commercial, Family	Adelaide, Salisbury, Christies Beach
Bersee Legal	Family, Wills, Estates, Personal Injury, Commercial & Criminal	Mount Gambier
Heuzenroeders Lawyers	Commercial, Wills, Estates, Family, Criminal and Conveyancing	Tanunda
Hume Taylor & Co	Criminal, Family, Personal Injury, Wills, Estates & Conveyancing	Adelaide, Whyalla
Kyrimis Lawyers	Commercial, Family, Property, Wills, Estates & Criminal	Mount Gambier
Lachlan McAuliffe	Sole Practitioner	Port Pirie
Johnston Withers	Family, Commercial	Adelaide, Clare, Whyalla, Roxby Downs, Port Augusta, Murray Bridge
Mellor Olsson	Family, Commercial	Adelaide, Port Lincoln, Clare, Barossa Valley, Bordertown, Kadina, Keith, McLaren Vale
Nicholls Gervasi Lawyers	Wills, Estates & Family	Port Lincoln
Spencer Gulf Law	Criminal, Family, Wills, Estates & Conveyancing	Port Augusta
Teusner & Co	Family & Commercial	Tanunda
Tindall Gask Bentley	Family, Criminal & Commercial	Adelaide, Whyalla
Voumard Lawyers	General Practice & Conveyancing	Port Pirie
Westside Community Lawyers	Family, Civil, Criminal	Adelaide, Port Pirie
White & White Lawyers	Small Business & Family	Adelaide, Wallaroo

PRACTISING ABROAD

Key Takeaways

- Practising internationally is an opportunity to broaden your legal expertise and make you more employable.
- There are a variety of multinational firms that have offices in Australia.
- There are many benefits such as living in incredible locations and meeting many new people in and out of the profession.

Overview

Whilst practising internationally can come with its challenges, it is also a great opportunity to broaden your legal expertise, enhance your career prospects and assist in your personal and professional growth. Learning to adapt to new legal systems and a wide range of legal issues can make you a more well-rounded lawyer. In addition to this, working and living in different cultural environments can assist with your communication and 'people skills'. Whilst there may be certain challenges such as language barriers, as well as certain logistics, on balance it is a beneficial experience. There are also a variety of multinational firms that have offices in Australia and may offer short-term opportunities to spend time in their offices abroad. Below are some country-specific requirements to practise law overseas.



CANADA

The majority of Canadian provinces implement the Common Law, with the exception of Quebec, which implements France's civil law system. In order to obtain a practising 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 who intend to apply for admission to a law society in a Canadian common law jurisdiction. The NCA assesses each individual on several requirements covering their early legal education, the legal system they have studied and worked in, and any previous work undertaken in other jurisdictions. The NCA may also require individuals to complete exams on Canadian law, and potentially even extra courses at a Canadian law school.

Feel free to visit the following websites for additional information:

- National Accreditation Committee <https://nca.legal/process/>
- Law Society of Alberta www.lawsociety.ab.ca/
- The Law Society of British Columbia www.lawsociety.bc.ca/
- Law Society of Ontario www.lso.ca/home
- The Bar of Quebec www.barreau.qc.ca/en/



CHINA

Generally, foreigners cannot become licensed lawyers in China and only those who have passed China's National Judicial Exam can be admitted to practise law in China. Additionally, only Chinese citizens may sit the Chinese bar. Therefore, you would need both Chinese citizenship and fluency of the language to meet the full requirements to practise law in China.

If these obstacles seem a bit out of reach at this stage, those with foreign law degrees can be eligible to work as 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 flexible, as the majority of a year is considered 'one year'. You could work six-months (+1 day) in Australia and then six months in China for two years, and you would then qualify to work full-time in China as a FRA.



NEW ZEALAND

The Trans-Tasman Mutual Recognition Act (1997) is a mutual recognition arrangement between New Zealand and Australia that a person who has 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 practising certificate in Australia seeking to practise 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 the 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 both a barrister and solicitor; whilst it is not possible to be admitted only as one, lawyers will hold a practising certificate for either one or both. This leads to the second step which is the issuing of a practising certificate by the New Zealand Law Society. There are a number of conditions that have to be met by an applicant to acquire a practising 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 www.lawsociety.org.nz/



SINGAPORE

Individuals who are not Singaporean citizens or permanent residents usually are not eligible for admission to the Singapore Bar. However, foreign lawyers can practise in Singapore through registering as a 'Foreign Lawyer' and practising in certain areas. This entails taking the Foreign Practitioner Examinations (FPE) or applying for a special exemption. Foreign lawyers need to be admitted overseas and have at least three years of legal work (in Singapore or overseas) before they can apply to sit the FPE. Areas that a registered 'Foreign Lawyer' can practise in include banking and finance, intellectual property law and mergers and acquisitions.

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

- Singapore Ministry of Law Admission Requirements: <https://www.mlaw.gov.sg/admission-to-the-bar/admission-requirements/>
- 2022 Session of the Foreign Practitioner Examinations: https://www.sile.edu.sg/pdf/FPE_Application_Guide.pdf
- The Law Society of Singapore: www.lawsociety.org.sg/



ITALY

As Australia and Italy have different legal systems (i.e., common law vs. civil law), a law degree obtained in Australia is non-transferable. Hence, you must enrol in a *Corso di Laurea Magistrale in Giurisprudenza*. This is an entirely new degree to re-learn the required topics in order to practice law. Nonetheless, further information on qualification recognition is available via the following link:

- <https://www.cimea.it/EN/pagina-servizi>

One possible alternative would be to enrol in or possess a Master's Degree or a PhD recognised in Italy, or undertake either in Italy. In this instance, English degrees are recognised for enrolment.

The following links will take you to the Università di Bologna and the Università degli Studi di Milano websites if you are interested in the courses (and their structure) available in Italy. There is also some helpful information on the international connections that these universities have:

- <https://www.unibo.it/en/teaching>
- <https://www.unibo.it/en/teaching/enrolment-transfer-and-final-examination/the-university-system>
- <https://www.unimi.it/en/international>



UNITED KINGDOM

Qualified Australian Lawyers:

Australian solicitors can apply for dual qualification to practise in the UK through the Solicitors Qualifying Examination (SQE). To qualify via this route, you must be a qualified and admitted lawyer in a recognised jurisdiction (any state in Australia). While transactional lawyers are generally more sought after, given the similarity of transactional practices across jurisdictions, making the move as an Australian litigator is not unheard of (although less common). You must then sit and pass the SQE assessment which is made up of two parts: a multiple choice test on legal knowledge, and a practical skills test through oral and written exams.

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

Australian Law Graduates:

To qualify as a solicitor in the UK, law graduates must complete two years' full-time work experience, usually through a training contract. Australian law students can apply directly for training contracts at UK law firms. Some firms may require you to complete additional study as part of the training contract. Trainee-solicitors must also complete the SQE assessment before qualifying as a solicitor in the UK. Currently, Linklaters is the only law firm actively recruiting Australian graduates for UK roles, but there is nothing stopping Australian law students from applying to any other of the Magic Circle or Silver Circle law firms. However, if you choose this path, returning to practise law in Australia may still require you to complete the GDLP/PLT course.



UNITED STATES

There are only 3 US jurisdictions in which Australian lawyers can feasibly work: New York, Washington DC and California. Most other states require study that can only be undertaken in that jurisdiction, and therefore admittance to practise in those states requires completion of a US LLM or Juris Doctor. Admission requirements differ in each state, but all require you to sit the Bar Exam. Students who ultimately wish to practise in the US would be best served by working for a few years in a transactional practice area at a top-tier firm, and then making the move after 2-5 years of experience. Most American firms will not require Australian lawyers to already be qualified for the Bar when moving, but will expect completion of the relevant Bar Exam within 12 months.

LEGAL CAREER PATHWAYS



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ASSOCIATESHIPS

Key Takeaways

- Generally a year-long position working alongside a sitting Judge
- Tasks include undertaking research, managing cases and hearings
- Highly competitive; applications need to be submitted well in advance

An associateship is typically a year-long position where you work full-time assisting a sitting Judge. Depending on the court and the Judge, associates may undertake research, manage cases and hearings for their judge, support their judge during hearings, help write judgements and assist their judge in a variety of other ways. Associateships are highly competitive and are considered invaluable experience for those wanting to pursue a career in litigation or as a barrister.

Your application will be different depending on the Court you are applying to. For the District Court, your application should be lodged closer to your date of admission as a legal practitioner. Candidates submit their application to an 'associate pool', after which they will be assigned a Judge to work alongside. This differs to applications for the Supreme Court, where individual applications must be made with each Judge's Chambers.

As per the Courts Administration Authority of South Australia, the key selection criteria include:

- Experience in administering and interpreting legislation, rules and regulations.
- Ability to comprehend and intelligently deal with work of a diverse and complex nature.
- Ability to use personal computers, software and hardware, specifically Microsoft applications.
- The confidence and appropriate demeanour to perform the administrative functions in court.
- An understanding of the practices and principles pertaining to the courts system and the philosophies relating to court services and the administration of justice.
- Ability to clearly express and present ideas using appropriate language and adjusting communication to the needs of the audience (including non-verbal communication).



What does your day-to-day look like as an associate?

In the Court of Appeal, we usually break up the month into four segments: civil appeals, criminal sentence appeals, criminal conviction appeals, and judgment writing. If we are in Court, my role is to assist my judge in any way needed, which may include finding materials (such as cases and legislation) mentioned by counsel during the hearing, locating exhibits, swearing in witnesses and corresponding with transcript. However, Judge rarely needs a great deal of assistance, so I tend to have time to complete other tasks that I am working on. When we are not in Court, my role mainly involves significant preparatory work for Court, correspondence with parties, legal research and legal writing.

What are the most challenging and exciting aspects of your role?

One of my favourite parts, yet most challenging, of my role is judgment writing. I am lucky enough to write most of the factual summaries for judgments that my judge writes, which is incredibly rewarding, as it allows me develop my legal writing. However, it is very challenging to get right and often Judge amends what I have written (which is unsurprising given the vast experience he has in comparison to a legal newbie like me). Nevertheless, it is very exciting when parts that I have penned remain in the judgment! I also love how I am exposed to Court often and get to see both good and bad advocacy. As someone who is wanting to be a barrister one day, it has allowed me to consider my own future style of advocacy. It has also allowed me to understand the Court process, which is not something you are really exposed to in your degree.

Do you have any advice for students who may be interested in doing an associateship?

My main advice is to tailor your application to the judge you are applying for if you are applying to be an associate to a judge of the Supreme Court. A lot of the judges have specific areas of interest and expertise, which plays into the matters that they hear. If you know that there is an area that you are really interested in, I recommend applying for a judge that hears predominately matters in that area. However, be open to the idea of working in all different areas of the law; at the very least, by the end of your associateship, you may determine areas of law that are not for you.

Prior to applying, try to hone your legal writing and research skills, as they will be very useful to your work. Most importantly, as an associate, you need to be adaptive – nothing ever goes perfectly (let alone ‘just okay’ at times) so being an adaptable individual will hold you in good stead as an associate!

To learn more about working as an associate, the LSS caught up with Nadeesha Indigahawela, Associate to the Honourable Justice Bleby in the Supreme Court of South Australia in 2022-2023.



CROWN SOLICITOR & PUBLIC PROSECUTIONS



Key Takeaways

- All employees are exposed to an array of experiences, from legal research to court appearances regularly, which develops a lucrative skillset.
- There are excellent promotional opportunities within SA and nationally.
- You can use your legal skills in non-law jobs such as management and business.

Crown Solicitor's Office

The Crown Solicitor's Office, or the CSO, is the dedicated legal advisory body for the Government of South Australia. The CSO provides a variety of legal services to Cabinet, ministers and government agencies such as representing the government before courts and tribunals, drafting legal documents, providing conveyancing and other property related services and resolving native title claim issues.

The CSO has similar practice areas to a private law firm, the only difference being that the CSO has one client - the Government. The office is split into the following areas: Civil Litigation, Public Law, Commercial, Environment and Native Title, and Crown Counsel.

The CSO has two pools of applicants, these are: the Graduate Solicitor pool and the Paralegal pool. Students that would like to complete their GDLP may also apply to the CSO for their Practical Legal Training (PLT) component. Further, the CSO offers summer clerkship and rotational clerkship positions for students in their final years of law school. There is also an Indigenous Cadetship program and other opportunities available for Aboriginal and Torres Strait Islander people.

Vacant positions in the CSO are advertising on the IWORKFORSA website (<https://iworkfor.sa.gov.au/>).

Office of the Director of Public Prosecutions

The Office of the Director of Public Prosecutions, or the DPP, is responsible for deciding whether a prosecution on behalf of the state should go ahead. The DPP prosecutes major indictable offences such as manslaughter, murder and sexual assault. Minor indictable offences and summary offences are often prosecuted by police prosecutors or solicitors acting on behalf of the South Australian Police.

A lawyer working for the DPP must assist in making the following considerations about a criminal action:

- whether there is sufficient evidence to support the charge;
- whether it is in the public interest to prosecute; and
- the interests of the alleged victim.

The DPP also advertises vacant positions on the IWORKFORSA website. Moreover, on the DPP website they advertise vacancies for students seeking summer clerkships or PLT (<https://www.dpp.sa.gov.au/careers/student-placements>).

What does a typical day working at the DPP look like?

The day to day workings of a solicitor at the DPP are typically very varied, often including a combination of court work, brief preparatory work and meetings. This usually results in a challenging and dynamic daily routine where a solicitor will balance their responsibilities of attending court (for a variety of reasons, including for bail hearings, directions hearings, committal and arraignments), preparing files (including reviewing evidence, identifying where further evidence is required, considering relevant case law and contacting investigating officers as to evidence to be obtained) and sitting in and conducting meetings and proofings. Solicitors also have the opportunity to be a part of trials throughout the year which typically involve the solicitor being in court for full days.

What are the most challenging and exciting aspects of your role?

The most exciting aspect of my role at the DPP is the significant involvement the office gives you the opportunity to have on files, despite being very junior. The office and my team particularly are incredibly supportive and committed to developing me as a lawyer and so allow me to take on responsibilities under supervision such as appearing in court and conducting a file, that I may not have had the opportunity to do so early in my career, in private practice. Working in such a high pressure environment which bestows these

To learn more about working in public prosecutions, the LSS caught up with Nili McGrath, Paralegal at the Office of the Director of Public Prosecutions.

responsibilities on junior solicitors is often challenging, however the opportunity to develop as a lawyer is unprecedented. Furthermore, dealing with major indictable offences can also be confronting and is a challenge in itself. The opportunity to watch advocates of incredible skill and experience handle complex legal issues in a way that was succinct, clear and respectful is very exciting.

Do you have any advice to students who may be interested in pursuing a career in public prosecution?

I would preface my advice by noting that solicitors at the DPP have a variety of experience and interests prior to coming to the office and as such there is no one pathway to the office. Personally, I found that focusing my subjects throughout law school on subjects likely to assist me in criminal law was key. Doing additional electives in this area and areas common to criminal appeal, such as admin law, helps enhance your understanding of the criminal justice system. I would also encourage students to partake in subjects and curricular that will enhance your capacity to research under pressure. Taking part in work experience within the office or courts is also beneficial to expose students to the daily workings of the system.

GOVERNMENT ADVISORY

Key Takeaways

- Provides an alternative to the legal profession that incorporates your legal skills such as communication, critical thinking and legislative interpretation
- Some government departments have internal legal teams
- Government departments are an excellent way to be involved in government operations without becoming a politician

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: 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: www.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: www.acma.gov.au/careers.

Australian Competition and Consumer Commission (ACCC)

The ACCC promotes competition and fair trade in markets to benefit consumers, businesses, and the community. They also regulate national infrastructure services. The primary responsibility of the ACCC is to ensure that individuals and businesses comply with Australian competition, fair trading, and consumer protection laws. The job opportunities at ACCC can be found at: www.accc.gov.au/about-us/employment-careers.

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: www.ags.gov.au/employment/graduate-employment.html.

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 and employment laws. The ADF has an annual Graduate intake. For more information, visit the ADF's website at: www.defencejobs.gov.au/students-and-education/graduate-entry/

GOVERNMENT ADVISORY

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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: 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: www.apra.gov.au/career-opportunities.

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: careers.asic.gov.au/graduates-program.

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 ATO's website at: www.ato.gov.au/About-ATO/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: www.dfat.gov.au/careers/Pages/careers.

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: www.pmc.gov.au/pmc/careers/graduate-careers.

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: www.sacat.sa.gov.au/about-sacat/working-at-sacat.

What does a typical day in your role look like?

The Attorney-General's Department (AGD) is responsible for an immense variety of subject matter, so the day-to-day of any one employee might differ greatly. I currently work as a Legal Officer in the Office of International Law situated within the Department, which is responsible for providing legal advice and policy advice to Government on issues involving international law, and for conducting international litigation. At the moment my days largely involve working on international human rights law, refugee law, international security law and international criminal law. This may involve preparing legal research and advices on issues such as treaty implementation and interpretation, preparing and delivering briefings, corresponding with United Nations committees and attending meetings with internal and external stakeholders.

What are the most challenging and exciting aspects of your role?

The Office of International Law, and the Attorney-General's Department more broadly, is an challenging and exciting place to work. No matter where you are in the Department, you have a role in assisting the Government deliver on some of its key priorities and commitments. The Department is particularly busy on this front at the moment and it can be challenging to keep up with the fast-paced environment. However, it is incredibly exciting to be a part of change, particularly when I see work I have been involved in receive coverage on the news. Another excellent part about working for the Attorney-General's Department are the opportunities for development. You can expect to be supported throughout your GDLP and

Masters of Law degree, if you choose to take that path, and the Department regularly offers both professional and personal development training sessions.

Do you have any advice for students who may be interested in applying for the Attorney-General's Department?

The Attorney-General's Department Graduate Program is an excellent place to start your career. Positions are extremely competitive and the application process is a lengthy one. To anyone interested in applying I recommend thinking about how your interests and achievements demonstrate skills that will be valuable to the Department. An understanding of Government and the key responsibilities of the Department will also be important knowledge. Finally, the come into the application process with an open mind and eagerness to learn!

To learn more about working in government advisory, the LSS caught up with Kellie Elmes, Legal Officer at the Attorney-General's Department.



IN-HOUSE COUNSEL

Key Takeaways

- Must possess broad range of commercial legal expertise
- Informs decision-making process within a large corporation
- Strong knowledge of the industry is important
- Some graduate opportunities, however, most start in private practice

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 works 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 passion 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, students may wish to pursue an in-house graduate program or work as a solicitor within a law firm, working towards eventually transitioning to in-house counsel work.

Many solicitors chose to move to an in-house counsel role as this offers them better work life balance. However, students should also note that a downside of these positions is that the more complex legal work is often outsourced to private practice firms. As such, reduced exposure to complex work, outside of routine advisory work, is possible. Lawyers in small in-house teams can also experience potential isolation from other lawyers but will be more heavily involved in advising on the business' commercial decision-making in a legal context.

To learn more about working as an in-house counsel, the LSS caught up with Ned Hewitson, In-House Counsel at Wine Australia.

What was your path to working as an in-house lawyer for Wine Australia?

Prior to graduating from the University of Adelaide, I worked in a range of roles across various aspects of the wine industry. After graduating, but prior to commencing at Wine Australia, I worked as a corporate and commercial lawyer for six years at a firm in Adelaide as part of a practice group which focussed on the wine industry. In that role, I was able to develop my technical skills and learn from experienced and skilful practitioners and mentors.

What are the key differences between working in a firm environment and working in-house?

The fundamentals are the same; however, there are some key differences. Most relevantly, my “clients” are my employer/colleagues. This means that, in addition to there being no “billable hours”, I advise on a broad range of legal/strategic/risk/compliance-related issues of relevance to one organisation/industry, rather than a generally slightly narrower, but more technically-specialised, range of legal



issues across a broader range of clients and industries.

What advice would you give to students that are looking to work as an in-house lawyer?

Typically, in-house positions require some PQE. As such, students looking to work as an in-house lawyer should consider working at a law firm post-admission to develop technical skills, learn from experienced practitioners, and obtain exposure to a diverse range of issues/clients/matters. Additionally, I would encourage students contemplating an in-house role to seek opportunities to enhance their understanding of the relevant industry (e.g. via exposure to clients/matters in a private practice environment, via the internet/media, or via other relevant life experience), to assist their ability to provide pragmatic advice to the organisation in question.



Key Takeaways

- Barristers work for themselves, effectively running their own business
- Briefs (cases) are referred to you by solicitors
- Most work in chambers with a group of other barristers to share business costs
- Intense workload – being able to prioritise tasks is important
- To be a barrister, you must have an excellent grasp of dispute resolution

The Bar is an association of specialist advocates and advisers called barristers. Barristers are engaged by solicitors, corporations and individuals to provide legal advice, draft legal documents, and represent client in court or in legal proceedings.

Barristers work independently, and are usually self-employed or work in a barrister's chambers. In order to become a barrister in Australia you must complete a law degree, complete practical legal training, and be admitted to the Bar by a state or territory Bar association. Once admitted to the Bar, barristers must complete ongoing professional development to maintain their skills and knowledge. As Australian lawyers and Australian legal practitioners, all barristers in Australia are now entitled to appear before the courts in any jurisdiction in Australia.

Whilst barristers are best known for their advocacy before the Courts, it is also true to say that their strengths lie in dispute resolution, both judicial (before Courts and tribunals) and non-judicial (through negotiation, mediation or arbitration). They have the training and experience to anticipate the outcome of a matter which helps them advise solicitors and their clients on which dispute resolution path is most appropriate.

WORKING AT THE BAR

What does a typical day as a barrister look like?

A typical day as a barrister will very much depend on the area of practice that the barrister is engaged in and whether or not the barrister will be in court, be it for a trial, case management or interlocutory hearings.

Where a barrister's practice is largely civil/commercial, a barrister's day will vary between pre-trial preparation work and the provision of advice (often involving the drafting and settling of letters or memoranda of advice), meeting with clients, proofing witnesses, liaising with expert witnesses, settling tender books and preparing outlines of submissions among other things.

For those who practise in criminal law, there is much preparation for trials and other hearings such as guilty pleas.

Generally, those practising in criminal law will appear in court more often than persons practising in civil jurisdictions.

To learn more about working at the bar the LSS caught up with Mark Hoffman KC, Barrister at Bar Chambers.



What are the most challenging and exciting aspects of your job?

The most challenging and exciting aspects are being in court, either in the midst of a trial or presenting an appeal or complex interlocutory argument. There is great satisfaction in presenting a case at trial or on appeal to the best of one's abilities.

Those challenging and exciting aspects of the life of a barrister are tempered by the fact that there is a vast amount of work required outside court so as to be properly prepared for hearings in court.

Success as a barrister in court is very much dictated by the work done and time spent in preparing the matter for argument and presentation in court.

What advice would you give students who may be interested in joining the Bar?

A career at the Bar is very satisfying because the day to day work is many and varied. A barrister gets to learn much of different businesses, industries and/or the machinations of government if practising in the civil jurisdictions. On the other hand, practising as a barrister in the criminal courts, exposes barristers to many and varied matters that can be extremely challenging.

If a career at the Bar is an aspiration of students studying for a law degree, it is recommended that they obtain employment and work as a solicitor to gain practical experience in the law and a knowledge of the Courts and other practitioners, both solicitors and barristers before commencing practise as a barrister.

THE JUDICIARY

Key Takeaways

- One of the most prestigious roles within the profession
- Appointed after working as a barrister or solicitor
- Important to be impartial and separate personal beliefs from the law
- Judges only appointed when another resigns/retires

The Judiciary

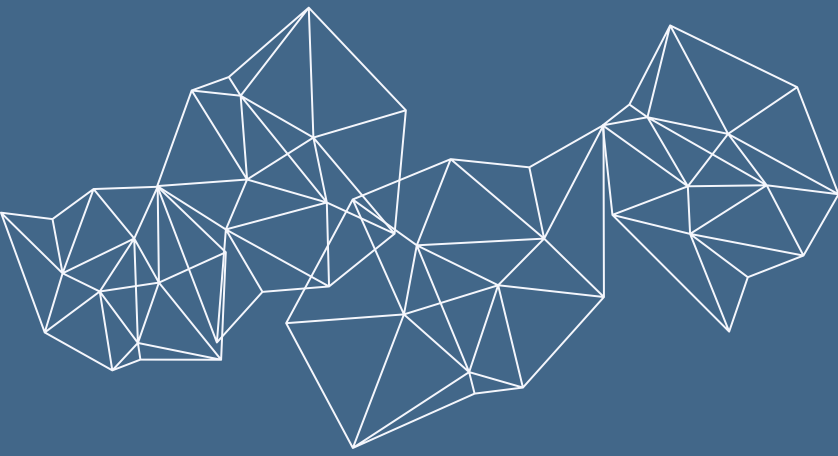
The Judiciary is responsible for legal interpretation and objective decision making. The most empowering part of the Judiciary is the expectation to uphold an impartial judgement of the law, irrespective of the personal beliefs of the judges. Depending on the court, judges are appointed by the state or federal Attorney General. Judges are usually only appointed when an existing judge resigns, therefore few lawyers are invited to take on roles in this profession. Judges are usually chosen from highly experienced barristers and solicitors.

Judges are usually appointed to serve in lower courts before they are promoted to higher courts within Australia.

Importance of Impartiality

Impartiality is of paramount importance for any court. The separation of the Judiciary from the executive and the legislature helps to ensure that the law is interpreted without vitiating factors influencing a decision. This rigorous process allows for consistency and fairness across Australia, and ensures the legal system is representing society at large, rather than individuals. To further ensure impartiality, Judges have tenure until the age of 70, at which point they must retire. Judges receive a judicial pension.





PRIVATE PRACTICE

Key Takeaways

- Most common pathway for graduates
- Often start your career as an undergraduate clerk or law graduate
- Many exit opportunities to other fields and organisations
- Great long-term career growth potential

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 careers 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 partly because the skills you 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 and administrative assistant roles.

The work undertaken in private practice usually falls into one of three categories:

- **Litigation** is the "back-end" work relating to the resolution of disputes through the courts and can also include ADR.
- **Transactions** is the "front-end" work relating to deals in business and commerce. This includes things such as restructuring, mergers and acquisitions, financing, the formation of trusts and the transfer of property.
- **Advisory** is work relating to the provision of advice to clients on how to best conduct their activities within the bounds of the law. This includes tasks such as drafting company policies or tax advice.

You can specialise in one of these categories, and also specialise in a practice area. Some firms service clients in all three categories, these are often called "full-service firms". Smaller or boutique firms usually only offer one or two of these services.

Keep reading to discover more about private practice areas!



PRACTICE AREAS



Pages 84 to 113

FAMILY LAW

Key Takeaways

- Commonly relates to property settlement or children's issues in divorce proceedings
- May be confronting and emotional
- Good people skills required
- Advocacy skills are a must

Overview

Family law is a unique area of law, where a combination of 'hard' and 'soft' legal skills is essential. As the Family Law Act 1975 is in the Commonwealth jurisdiction, family lawyers appear in the Federal Circuit and Family Court of Australia. Most work conducted by family lawyers may be categorised as either relating to property settlement or children's issues in divorce proceedings. Whilst only a limited number of positions are available, family lawyers with at least 5 years of 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.

Skills Required

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, are vital.

What Can You Do?

Family law firms generally don't have formal clerkship recruitment schemes, so you can seek out opportunities by writing directly to various family law firms. You can also study electives such as Family Law (LAW 2512) and Alternative Dispute Resolution (LAW 3525).



What advice do you have for students wanting to pursue Family Law?

I may sound like a broken record, but experience! Clerkships at large commercial firms (whilst good resume builders) are unlikely to be beneficial to someone interested in Family Law, and are certainly not required. I would recommend undertaking some volunteering experience through services such as the Women's Legal Service and the Adelaide Legal Outreach Service (which is based in the Adelaide Law School). Volunteering through these providers will help you see beyond what the law school elective may show you, and really indicate if Family Law is something you would like to pursue moving forward.

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

The number one quality would be to be a people person. The most notable thing about Family Law is that no one ever intends or wants to engage your services, and you are dealing with vulnerable clients at an extremely stressful time in their lives. The Family Law process can be rigorous, lengthy and costly, and able to connect with clients, invoke natural empathy, and explain the process simply, is extremely advantageous, all whilst upholding your obligations to the Court and duties as a professional. Family Law also crosses into almost all other areas of practice (e.g. criminal law, equity, property law, succession), so be prepared for a mixed bag!

What are some of the greatest highlights and challenges of working in family law?

A significant highlight is being able to assist clients in moving on with their lives and providing them the tools to set themselves and their families up for the future. In terms of challenges, it can be hard to balance your role as a lawyer to what clients may expect from you at times (e.g. a friend, a councillor). With this expectation, lawyers are often in a position of providing appropriate advice in circumstances where it is not what clients want to hear. Learning this balance and emotional detachment is extremely important for your mental health and wellbeing.

To learn more about working in family law, the LSS caught up with Christiana Michaels, Lawyers at the Tindall Gask Bentley.



MERGERS & ACQUISITIONS

Key Takeaways

- Deals with the takeover or merger of companies through transactions
- Balancing the client's legal interests with the commercial outcomes sought
- Fast-paced and subject to client and regulatory deadlines

Overview

Mergers and acquisitions (M&A) covers an area of corporate law that deals with the sale and merger of companies. This area of practice is governed by several different laws and regulations, such as the Corporations Act. Regulatory issues are further complicated when working with international clients, such as companies listed on overseas exchanges, due to foreign listing rules and foreign investment laws.

At the start of an M&A transaction, lawyers are involved in conducting due diligence and advising on the risks associated with the transaction. M&A lawyers then assist the client to negotiate and draft the transaction documents, while overseeing the deal through to completion. In large firms, M&A lawyers work collaboratively with specialist teams (such as IP, competition and employment) to direct due diligence tasks to those best equipped to advise on the risks. Active transactions are a very busy time for M&A lawyers. M&A lawyers will have periods where the workload is high, and times where the workload is light.

Skills Required

- Ability to learn and apply commercial and corporate law principles
- An interest in transactions and financial markets
- Strong commercial acumen to serve the client's best interests

What Can You Do?

While there is no M&A elective, you can maintain a level of commerciality by keeping up to date with financial news in the Australian Financial Review or Wall Street Journal. You can also get involved in the AULSS' M&A Competition in semester 2, which will help develop your understanding of this area of practice.

What was the path to your current role?

I studied Law and Commerce (Accounting) at The University of Adelaide. I started my career at Ernst & Young in Tax after I graduated from Commerce and whilst I was studying Law. I was at Ernst & Young for 3 years. After I graduated from Law, I started my legal career as a graduate lawyer at Johnson Winter & Slattery (Adelaide office) and gravitated towards corporate law and mergers & acquisitions (M&A). After 6 years at Johnson Winter & Slattery, I joined Kain Lawyers in 2016. I am a Director at Kain Lawyers focused on corporate M&A, advising clients on private and public M&A, capital raising, debt financing, corporate governance and commercial advisory.

What are the biggest challenges you have faced in your role?

The sometimes punishing intensity of M&A and transactional work means you're constantly under pressure on complex, time sensitive, high stakes deals. The constant tight rope you're walking to balance family life and work demands. The privilege, but also immense responsibility to train and mentor junior lawyers - which is an important part of our role as senior lawyers, and at times, it is challenging to do it effectively.

In the face of these challenges, it is crucial to be supported by an exceptional team with a great firm culture. Fortunately Kain Lawyers is such a firm with an exceptional team.

What advice do you have for students that would like to practise in M&A?

Be genuinely curious about business,

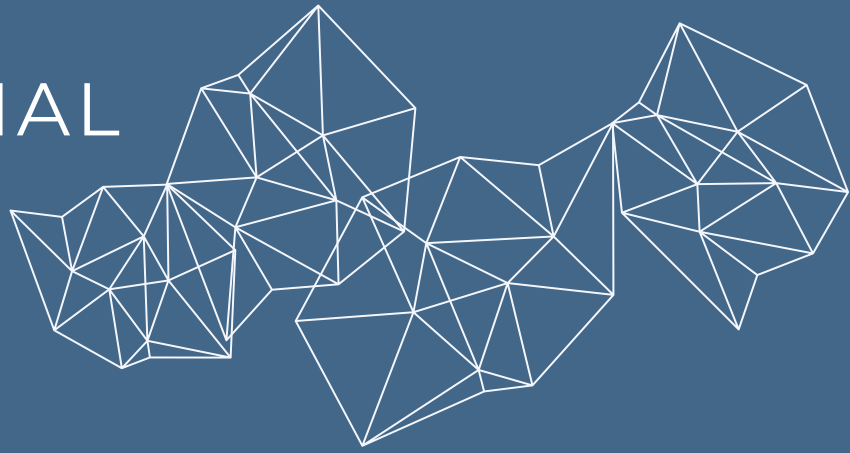


To learn more about working in mergers & acquisitions, the LSS caught up with Brian Vuong, Director at Kain Lawyers.

financial markets and the broader economy. Keep up to date by reading the AFR, listen to business/finance podcasts. Be intentional with the firm you want to join. A firm that specialises in M&A transactions, which works on significant transactions, which has the consistent deal flow, and which has the team with the expertise to help you develop your skills as an M&A lawyer.

M&A is an incredibly dynamic and rewarding area of law. You develop strong commercial acumen, problem solving and negotiation skills. It exposes you to many different areas of law. It allows you to build deep relationships with your clients and gives you the time to understand their business and industry. you can't do M&A alone, which means you form strong relationships with your team.

INTERNATIONAL LAW



Public International Law

Overview

Public international law is a broad area of legal practice. Within this diverse field, two notable areas are international humanitarian law (IHL) and international human rights 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 of the Red Cross. IHL is touched upon in International Law (LAW 1508) (core subject) and in the IHL and Advocacy (LAW 2563) elective.

What Can You Do?

If you are interested in international law more generally, the International Law Moot (LAW 3516) is an amazing opportunity to gain some exposure. Alternatively, a great way to get involved in the field of human rights law is the University's Human Rights Internship Programme (LAW 3514). 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 specialist multi-national firms. You may consider applying for internship programs (below) to gain some experience and exposure.

Private International Law

Overview

Private international law involves legal issues arising as a result of transnational transactions or commercial activities in different jurisdictions. Disputes in private international law are often solved through arbitration in international tribunals, such as the Singapore International Arbitration Centre. The forum for resolving such disputes is generally set by the governing law of the relevant contract.

Skills Required

Lawyers working in this field are highly skilled and require a strong knowledge of the law in multiple jurisdictions or countries. Lawyers in this field often work collaboratively alongside overseas lawyers in large multinational firms and may be licensed to practise themselves in multiple jurisdictions.

What Can You Do?

Study electives such as Private International Law (LAW 2573) or Alternative Dispute Resolution (LAW 3525).

INTERNATIONAL LAW

KEY ORGANISATIONS

United Nations

The United Nations is the principal intergovernmental organisation tasked with maintaining peace between states and fostering action towards global concerns. Their work touches every corner of the globe and focuses on the promotion of a broad range of fundamental issues including sustainable development, environmental protection, disaster relief and mitigation, civil rights, counter-terrorism and the disarmament and non-proliferation of weapons of mass destruction. The United Nations also has a number of sub-organisations that independently run their own internship programs, including: the UN Development Programme, the UN Children's Fund, the UN Populations Fund, the UN Office for Project Services, the UN Refugee Agency and the UN Environment Programme.

Human Rights Watch

Human Rights Watch is a not-profit, 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 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 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 Monetary Fund

The International Monetary Fund (IMF) is an organisation 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.

International Committee of the Red Cross

The International Committee of the Red Cross (ICRC) operates worldwide, helping people affected by conflict and armed violence and promoting the laws that protect victims of war. An impartial, neutral and independent organisation, the ICRC's exclusive humanitarian mission is to protect the lives and dignity of victims of armed conflict and other situations of violence. The ICRC also endeavours to prevent suffering by consulting with stakeholders in armed conflicts and by promoting and strengthening IHL and universal humanitarian principles.

International Criminal Court

The mandate of the International Criminal Court involves the 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.

What advice do you have for students wanting to pursue International Law?

First, maintain your interest. Even if you are working in an unrelated field do your best to keep up to date with the international news and major legal developments (such as the probable ICJ Advisory Opinion on climate change). Second, take up whatever opportunities come your way, to the extent possible. Internships, moots, volunteering. Be prepared to travel for these opportunities. Third, and I admit this may seem contradictory, don't fret over much if you are not able to take up unpaid internships or travel overseas. I didn't. There are opportunities even in Adelaide to get involved in international law and human rights, for example in the fields of refugee advocacy or indigenous rights. Fourth, you will want to pursue a LLM or BCL qualification, at least. International law, even in practice, is a very academic discipline and further specialist study is highly recommended.

What are some of the skills, qualities and attributes required to be a good international lawyer that you would

To learn more about working in international law, the LSS caught up with Juliette McIntyre, Lecturer in Law at the University of South Australia.



recommend to aspiring students?

James Crawford always said that a good international lawyer is a good lawyer, first of all. So don't neglect your overall studies; you'd be surprised how useful contract law might be in an investment treaty dispute. Be friendly. Establish connections with other students with an interest in international law. Use social media to your advantage; follow international law academics and students on Twitter and the like. Learn a second language, if you can. French is the most useful choice. Be mindful of the enormous inequalities of wealth and privilege throughout the world, and the importance of lifting up those with lived experience and less opportunity to have their voice heard.

What are some of the greatest highlights and challenges of working in international law?

The rewards are excellent. Not money. There's no money in it. The rewards are more intangible. There is a sense of working on something bigger than yourself. You may be involved in some of the major legal-political issues of the day. Or you may be fighting for climate justice, or for the right of a refugee to find safe haven in Australia. It's the kind of work that gets you out of bed in the morning and keeps you working until late at night. Personally, being sanctioned by the Russian government and having my research cited in submissions before the International Court of Justice have been huge career highlights.

But work in international law can be very challenging both personally and professionally. At times it can feel like nothing in the system works; that's disheartening. States will breach their international agreements and people will tell you it's all just politics. Try not to become too cynical too early. You may be involved in cases which deal with extraordinarily difficult issues, such as war crimes or torture. Hearing and seeing evidence of this will impact you significantly. Take care of your own mental health, and that of those around you.

PROPERTY LAW

Key Takeaways

- A popular, practical and secure area of law
- Intertwines with and assists a broad range of other practice areas, e.g. construction law

Overview

Property law relates to assisting clients with navigating their rights and obligations in dealings with real property. In the commercial context, property lawyers may advise on transactions such as leasing, development planning and the acquisition or disposal of land. Often, property lawyers will assist other teams in large transactions involving real property. On a smaller scale, property lawyers may assist everyday people with legal issues arising from the sale of land or tenancy disputes. Property lawyers might also work closely with the assistance of licensed conveyancers, who are qualified to transfer property titles between persons under the e-Conveyancing compliance framework. A law degree is not required to be a conveyancer.

What Can You Do?

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.

Pay close attention to subjects like Property Law, Commercial Transactions, Equity and Contract Law as they contain useful elements for this area of practice.



What advice do you have for students wanting to pursue property law?

1. Stay current. Most corporate and commercial transactions involve the transfer or assignment of real property, and clients will expect that you remain up to date with major acquisitions/disposals that have occurred. A good starting point is to subscribe to the AFR and to take 15-20 minutes, daily, reading (at a minimum) the top stories.

2. Even if it doesn't end up being your forte, give it a go. At its most basic level, property law is commercial contractual negotiations, which is a highly transferrable skill for most practice areas.

What skills and attributes are required to be a good property lawyer?

1. An ability to remain calm under pressure. Property lawyers have a substantial amount of 'volume work', so it is important to keep an active matter list of all matters you are working at any given time (with this being updated daily).

2. Being efficient. Landlords and property developers strike when the iron is hot, and don't want to be slowed down by legal documents. A quick turnaround will be appreciated.

3. A keen eye for attention to detail.

4. Ability to have a chat. Developing strong relationships will expedite your career progression and assist in

developing your own brand.

What are some of the greatest highlights and challenges of working in property law?

You will have the opportunity to work on a wide range of different matters, from general leasing work to \$20-\$100m acquisitions/disposals (including for shopping centres, cattle or other farming stations and CBD office buildings). The work is also highly varied, with 2 consecutive days very rarely being the same.

The field is demanding and often requires you to work long hours to ensure that client expectations and transaction deadlines are met. However, this is not just property specific.

To learn more about working in property law, the LSS caught up with George Komninos, Lawyer at Piper Alderman.





Key Takeaways

- Involves physical/psychiatric injury to a person
- Important for seeking compensation for clients
- May be confronting at times due to client's injuries suffered

Overview

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, as each subset of personal injury involves a discrete area of unique law. Medical negligence is an example of one of these distinct areas.

What Can You Do?

Personal injury law firms generally don't have formal clerkship recruitment schemes, so you can seek out opportunities by writing directly to these firms. Nonetheless, some larger firms may have a personal injury law team. You might also consider studying subjects such as:

- Tort Law (LAW 1507)*
- Medical Law and Ethics (LAW 2516)
- Law and the Body (LAW 2574)

*core subject

PERSONAL INJURY LAW

What advice do you have for students wanting to pursue Personal Injury Law?

My advice to students interested in Personal Injury Law would be to pay close attention in Torts, particularly when studying negligence. Negligence is generally the primary focus in this area of practice and it is important to have a good understanding of how the tort works.

It is also never too early to reach out to law firms for clerkship or internship opportunities in this area of practice. As with most areas of law, it can often be simpler to learn 'on the job.' You will learn invaluable skills by assisting solicitors currently in practice in Personal Injury. It will also give you an opportunity to see what a day in the life of a Personal Injury Lawyer looks like, and whether you think that may be suited to you.

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

Communication skills, both written and verbal, are vital in all areas of legal practice. Personal Injury matters can often span a number of years and, as such, it is important that clients are updated regularly by way of a phone call, email or letter.

Personal Injury also requires a level of empathy and understanding to properly engage with clients, to understand their point of view and the impacts their injuries may have had on their lives, and subsequently, present their best case for compensation.

Finally, clear and concise written and verbal communication skills when negotiating with opponents, and

To learn more about working in personal injury law, the LSS caught up with Julia Arena, Senior Associate at Andersons.



appearing in Court are also paramount.

What are some of the greatest highlights and challenges of working in personal injury law?

Though it may be cliché, the greatest highlight of working in this area of practice is feeling as though you have genuinely been able to assist your client and change their life, even if only in a small way, for the better. While you will only be able to assist by way of obtaining monetary compensation, I have seen firsthand how this compensation can assist clients with medical treatment, and sustaining their families when they may not be in a position to work due to their injuries. A challenge of working in this area, however, is ensuring you do not become too personally invested in the claims. It can be especially difficult to not take on your client's problems as your own, though I have noticed that this is a skill learnt over time in practice.

INTELLECTUAL PROPERTY LAW

Key Takeaways

- Intellectual property law concerns the protection of intellectual property rights.
- Rapidly developing field of law that is growing in importance.

Overview

Intellectual Property law deals with protecting and enforcing the rights of owners of intellectual property (IP). Intellectual property encompasses a broad range of interests including patents, trademarks, copyright, designs and confidential information. In the commercial context IP lawyers perform three main roles: counselling, protecting and enforcing. Lawyers counsel clients on how best to protect their intellectual property and on a larger scale may assist with drafting and negotiating IP commercialisation agreements. They will also assist to register trademarks, patents or copyright to obtain the greatest rights available for the client's assets. IP litigation centres around protecting the owner's rights against infringing uses and typically takes place in the federal court. In practice IP law has a great degree of overlap with privacy protection and technology as the law has to constantly adapt and evolve according to developing technologies.

What can you do?

If you are interested in Intellectual property law a strong foundational basis in contracts is important.

You might consider studying:
Commercial Transactions (LAW 1509)*
Intellectual Property (LAW2514)
Contract law (LAW 1510)*

*core subject



To learn more about working in intellectual property law, the LSS caught up with Paul Sigar, Solicitor at HWL Ebsworth Lawyers.

What advice do you have for students wanting to pursue a career in intellectual property law?

Applying for a position in intellectual property law can be very competitive as it is a very specialised area of law. My advice to anyone wanting to pursue a career in IP law is to (1) enrol in the IP law course offered at the University, and (2) demonstrate your interest in this area. Often, prospective employers look at things such as your participation in competitions, involvement in professional memberships, your university research topics and etc. Even if you do not end up landing your first job in IP, it is never not too late to transition later. I made the transition to IP after spending nearly a year in commercial disputes and litigation.

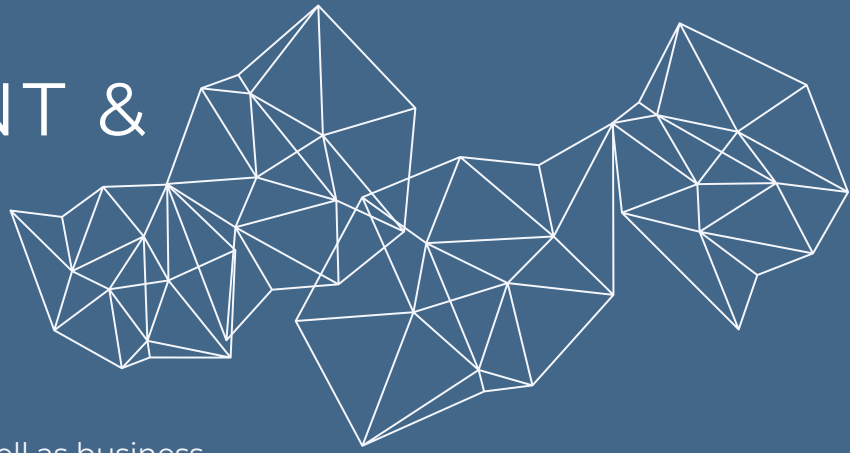
What are your most/least favourite aspects of working in IP law?

My favourite part about working in IP law is the high quality of varied work you get exposed to. You get to deal with issues such as privacy, data, cyber security, trade marks, domain names, copyright infringements, patents, technology /software procurement and development and so on. It can also be personally rewarding helping your clients protect their brand and product. My least favourite aspect of IP law is perhaps the level of subjectivity involved, particularly in assessing deceptive similarity of a trade mark. Each decisionmaker has their own view and judges often reach a different conclusion as well, despite applying the same legal test.

What are some skills, qualities and attributes for excelling in IP law?

To excel in IP law, you need to get the basics right. This means having strong legal, technical knowledge (which is something you can develop overtime). This is crucial because IP law consists of different subsets of intellectual property rights, and you need to be able to distinguish how a trade mark is conceptually different to a registered design for example, or how a patent differs from copyright. Other desirable attributes - which I believe are not exclusive to IP law - include strong legal analysis skills, written and drafting skills, as well as the ability to issue-spot.

ENVIRONMENT & PLANNING LAW



Key Takeaways

- Affects the broader population as well as business
- Covers issues from air and water pollution to city planning
- Involves promoting development projects whilst protecting the environment
- Opportunities outside of private practice in government

Overview

There is an increasing 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 development activities (and the consequences which arise when the procedures are not followed). Environmental law covers issues from air and water pollution to climate change and city planning. There are no exemptions of size, location, or industry.

Planning law is largely governed by statute, and disputes arising in South Australia 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 environment and wildlife. The increased concern for the environment and rise in Environmental, Social and Governance (ESG) frameworks make this area of law more important than ever.

Skills Required

Aspiring environmental and planning lawyers should understand the underlying social, political and economic issues behind resource allocation and development and how natural resources can be used in a sustainable, yet productive, manner.

What Can You Do?

You may study electives such as:

- Environmental Law (LAW 2511)
- Minerals and Energy Law (LAW 2517)
- Climate Change Law (LAW 2568)

You can also consider additional employment opportunities outside of the traditional lawyer role. For example, a position in State government in the Department of Environment and Water, Mining and Energy, or the Commonwealth Department of Environment and Energy. Alternatively, you could consider applying for commercial clerkship positions within environment and planning practice groups or an internship with the Environment Defenders Office South Australia.

TAXATION LAW

Key Takeaways

- Heavily regulated area of law that is constantly evolving
- A highly detailed and analytical field
- Clients range from individuals to government departments, or banks and large companies
- A clerkship at a commercial firm helps build the necessary skills

Overview

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 evolving, particularly given its vulnerability to the political climate and ever-changing policy considerations. However, as taxation is an integral part of the function of government, tax law is a very secure and stable area of commercial law.

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. 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.

What Can You Do?

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. Further, study electives such as Income Tax Law (LAW 3521) for a more consolidated understanding of this area of law.

What advice do you have for students wanting to pursue tax law?

Students who engage with and enjoy legal research and in-depth analysis will be well suited to tax law, as it is a very vast and complex area of law. Students who wish to practise in this area will also need to develop a skill of communicating complex concepts in plain English, to provide clients with practical and useful advice. Work experience is always favourable as it provides students with invaluable exposure to a number of areas of law and an understanding of practical application of law. Students should consider work experience in traditional law firms but also government departments, banks and private organisations. Although it is not essential, undertaking a commerce degree or the income tax law elective is helpful for a basic understanding of tax concepts.

What does an average day in your job look like?

Each day in tax law can be quite varied. On some days, I am mostly reading, researching and drafting advice. Because of the complexity of this area of law, I also spend time speaking with clients about the tax concepts and the practical effect the advice will have on them or their business.

What skills and attributes are required to be a good tax lawyer?



To learn more about working in tax law, the LSS caught up with Lisa Christo, Senior Associate at NDA Law.

Attention to detail is a great attribute to have because of the constant changes to the rules. Tax law is vast and no-one knows it all, so a love of analysis and a tenacity to find a solution for your client is very important.

What are some of the greatest highlights and challenges of working in tax law?

Tax law can be challenging because there is a lot to know and the rules can be intricate. However, there is also a great sense of reward when you have completed your work. Knowing that you have found a practical solution for your client and expressed that solution in a manner they understand makes a big difference in their business.

ALTERNATIVE DISPUTE RESOLUTION

Key Takeaways

- Cheaper and quicker process of resolving disputes outside of court
- Strong interpersonal skills required

Overview

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 an increasingly costly, inconvenient, and slow process. As such, ADR is important as it enables parties to avoid the process of litigation and can lead to more amicable outcomes. Lawyers generally break into this area of practice by starting off in a litigation practice area, often specialising in a particular area of law.

Skills Required

An understanding of the particular area of law

Strong interpersonal skills

The ability to communicate with the client or other parties

What Can You Do?

Participate in AULSS competitions (for instance, Negotiations)

Study the following subjects:

Dispute Resolution and Ethics (LAW 3501)*

Alternative Dispute Resolution (LAW 3525)

International Commercial Dispute Resolution (LAW 3614)

*core subject

BANKING & FINANCE LAW

Key Takeaways

- Complex framework of commercial laws
- Often advising major banks or financial institutions
- Double degrees in Finance/Commerce are well-suited to this area, but by no means necessary

Overview

Banking and Finance is a transactional (contract-heavy) area of practice. Banks and financial institutions are also subject to a complex framework of regulatory laws. Banking and finance lawyers assist clients to navigate these regulations on a domestic and global scale. Banking and finance lawyers often advise banks and other financial institutions on matters including: negotiating and drafting financial agreements, such as debt facilities, and advising on the financing aspects of mergers and acquisitions, changes to capital structure or liquidations

Skills Required

- Ability to understand complex issues quickly
- Commercial knowledge
- Aptitude for working under pressure
- Strong attention to detail

What can you do?

Study the following subjects:

- Contract Law (LAW 1510)*
- Commercial Transactions (LAW 1509)*
- Equity (LAW 2502)*
- Corporate Law (LAW 2598)*
- Income Tax Law (LAW 3521)
- Corporate Insolvency Law (LAW 2526)

* core subject



Key Takeaways

- Involves dispute resolution through court or alternative dispute resolution methods (ADR)
- Most disputes are resolved before trial through mediation and other ADR
- Must carefully explain and advise clients on issues pertaining to their disputes
- Good communication and analytical skills are required, including attention to detail and issue spotting

Overview

Litigation aims to resolve disputes between parties via the courts or through ADR. A litigator's role can include appearing in court, providing written and oral advice, drafting correspondence and pleadings, and working directly with counsel (barristers), clients and colleagues to resolve disputes. Junior litigators instructed on larger and more complex matters may be heavily involved in discovery (document review for relevance to an issue in court pleadings) and preparing affidavits and other documents and pleadings to be used in court proceedings.

Skills Required

- Strong communication and analytical skills
- Knowledge about the commercial sphere
- Attention to detail and an ability to spot hidden issues

What can you do?

- Engage in AULSS competitions such as mooting and negotiations to develop your communication and analytical thinking skills
- Try subjects with an advocacy component such as International Law Moot (LAW 3516) and IHL and Advocacy (LAW 2563)
- Larger commercial firms often separate their litigation practice into specialised teams. Consider whether there might be a particular area you would like to practise in as a litigator and seek out those electives, such as Intellectual Property (LAW 2514)

COMMERCIAL LITIGATION

What was the path to your current role?

I'm currently an Associate working within both the General Litigation Team and Insolvency Team at HWL Ebsworth Lawyers (HWLE). I began my career as a summer law clerk at HWLE at the end of 2018. Following my clerkship, I was offered a Law Graduate position, and have since progressed to Solicitor and then Associate. Whilst I left HWLE in 2022, I re-joined the firm after a short period away. I couldn't have ended up in my current role without the mentorship that I received from my colleagues at HWLE. My colleagues are genuine friends and continue to be there for me when I need advice or guidance. HWLE has also taken a genuine interest in my career progression, by supporting me whilst I undertook my GDLP as a Law Graduate and now, as I undertake further study through the ARITA Advanced Insolvency Course.

What are the biggest challenges you have faced in your role?

The biggest challenge has been overcoming the fear to make a mistake. Making mistakes is inevitable, and I have learnt that how I respond to each mistake - by being honest, creating a practical solution and learning from the experience - is what matters most.

What advice do you have for students that would like to practise in litigation?

For students wishing to practice in litigation, I would suggest participating

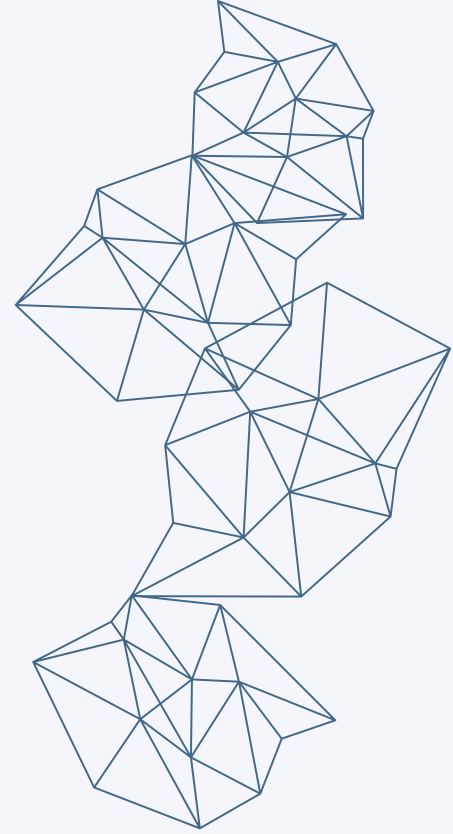
in the competitions run by the Adelaide University Law Students' Society. By doing so, you will have the opportunity to practice your legal skills, to think critically and to meet members of the industry who judge the competitions, all whilst having fun!

However, my biggest piece of advice isn't specific to students wishing to practice in litigation. As a student, I think it is difficult to not get caught up in the pressure of finding a clerkship or legal experience. I think students undervalue the interpersonal skills they gain from non-legal work experience. Whilst I was studying, I worked at the Adelaide Aquatic Centre as a swimming instructor. The skills I learnt in this role, such as working within a team, conflict resolution and time management (to name a few), were pivotal in securing my role at HWLE and have been invaluable to my current role.

To learn more about working in commercial litigation, the LSS caught up with Diandra Ciacciarelli, Associate at HWL Ebsworth Lawyers.



CONSTRUCTION LAW



Key Takeaways

- Heavy emphasis on contract law, but also considering other areas of law that regulate the industry, such as environment and planning laws and council by-laws
- The ability to work collaboratively in large teams with other legal specialists and other professionals is necessary
- Become an expert in the industry with awareness of your client's businesses and practices

Overview

Generally, this area of legal practice involves issues relating to the construction of buildings and infrastructure, energy and resources projects, and associated transactions. Work in this area can be both transactional or litigious. Projects lawyers can work on a variety of matters with a large number of interested parties including:

- Infrastructure projects for roads, public transport, hospitals and public amenities
- Industry-specific projects, such as those related to gas production and hydroelectric plant developments
- Complex financing, regulatory approvals and other matters required to facilitate a project

On the transactional side, projects lawyers negotiate and draft agreements between wealth managers (i.e. super funds and other investors), landowners, builders, architects, engineers, contractors and subcontractors. In doing so, they work in collaboration with lawyers and other professionals in project finance and property development to complete any necessary due diligence, prepare documents, gain funding and so on. There is the opportunity to work on a project in its entirety from early planning stages through to completion or at certain stages.

On the litigious side, lawyers review the executed documents prepared by transactional lawyers, search for issues, and advise on potential claims, actions and disputes. Generally, projects and construction litigators are considered part of the overall litigation team.

Skills Required

Given the size and complexity of these transactions, lawyers practising in this area are required to liaise and engage with a broad range of specialists. As such, lawyers practising in this area may benefit from strong interpersonal skills and an ability to work collaboratively in large teams. Transactional lawyers in this area must also understand the limits of their own expertise and know when to defer to or bring in other lawyers when required (such as in environment and planning, or litigation).

What Can You Do?

- Gain a well-rounded perspective of areas of law such as contract law, commercial law, planning law, employment law and torts, as they intersect heavily with this area of practice
- Express your interest in rotating through these teams during legal clerkships – you don't need prior experience or knowledge to break into this area!

What does an average day in your role look like?

The great thing about working in such a diverse area is the variety of my work – one day I could be running due diligence for a solar farm acquisition in rural NSW, and the next I could be negotiating a complex facility agreement for an ASX listed company. There really is no “average” day!

What would you recommend to students interested in working in Projects and Construction?

Try it all. Projects and Construction combines a range of different areas of law – from environment and planning to banking and finance (and everything in between). If you eventually practice in the area, you’ll find that a lot of the topics you’re studying now will become relevant. The great thing about this is that it also means Projects and Construction lawyers have the opportunity to carve out a niche and go on to specialise in a broad range of different areas.

What are the most challenging and rewarding aspects of working in Projects and Construction?



To learn more about working in construction law, the LSS caught up with Oliver Radan, Associate at Piper Alderman.

The biggest challenge that I’ve found in my role has been the steep learning curve. Sometimes it feels like you’re learning something new every day (even after working in the role for a few years!). The flip side to that is that it can be really rewarding to see how far you’ve come in a very short period of time. While, at the start of a project, you could be assisting a partner with specific transaction-related tasks or ad hoc research, by the end of that project, you’ll find that you have a solid grasp on the transaction as a whole and how all the moving parts fit together, and that’s really satisfying.

SPORTS LAW

Key Takeaways

- Deals with contract law, torts, intellectual property, employment law and property law
- Ranges from working in-house in a sports club to advising in a boutique law firm
- Interpretation and drafting of contracts are vital

Overview

Sports law practitioners deal with a variety of areas of law, including contracts, 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.

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 in entering into contracts and advising on the operation of existing contracts or sporting codes when clubs are restructured, reorganised or in times of conflict.

What Can You Do?

You may want to enrol in the following electives to learn more about sports law:

- Contract Law (LAW 1510)*
- Sports Law (LAW 3533)
- Intellectual Property Law (LAW 2514)

*core subject



What does an average day in the job look like?

There is rarely an 'average day' in the world of sport, and the same goes for professional jobs in the field. What your role involves from day to day will depend entirely on whom you're working for. For example, as a lawyer in a sports law firm, you'll perform the usual duties of a practitioner but for unique clients, often sporting clubs, associations, and athletes. They are passionate people who need quick solutions (after all, there's likely another match just days away from when they speak to you!) Their problems are also often unique to sport: disciplinary action, transfer issues, doping offences, selection disputes etc.

If you're working in Government, such as with the Office for Recreation, Sport and Racing (ORSR), you'll be involved in developing government strategy and policy around funding sport. At the elite level you might even work in-house for professional clubs, performing legal services for them and their players. Additionally, as sport is global, you might even work for one of the international sporting organisations and be involved in international governance. Nevertheless, it is important to note that there are many jobs available in semi-professional representative bodies for each sport. You can even sit as a director on club and association boards, representing and administering your respective sports.

What advice do you have for students wanting to pursue sports law?

Be open minded. You don't have to play or even be interested in sport to be interested in sports law. I've had MANY a student in my sports law course say things like 'I'm not really into sport, but I loved this course'. Sports law is amorphous, it covers many different areas of law, so you're almost certain to find something you enjoy while working in the world of sports law. Sport is also a national and international interest, so perhaps be prepared to consider opportunities abroad as well as at home. There are lots of sports law jobs out there.

What are some of the greatest highlights and challenges of working in Sports Law?

Some of the greatest highlights are undoubtedly working for sporting royalty. You will rub shoulders with professional and emerging athletes and their agents, government ministers, sporting clubs and associations... basically everyone you see in the nightly sports bulletin. It's a thrill working with these people and in the frantic world of sports law. You also do some interesting and different legal work, such as determining if a player's suspension was lawful and reasonable, if a player transfer was correctly executed under regulations, if athlete selection was tainted by bias, if an athlete has committed a criminal offence when they've gone in for an aggressive tackle. One of the biggest challenges of sports law is immersing yourself in the immense web of regulation that governs it. There will often be international, national and local organisations that administer a given sport. This means dealing with layers of different rules and procedures. You'll also need to work fast because, as the saying goes, 'sport never sleeps'. This means you'll need to come up with workable solutions perhaps more quickly than you would in other legal fields. If you ask me, though, it's 100% worth it.

To learn more about working in sports law, the LSS caught up with Dr Mark Giancaspro, Senior Lecturer at the University of Adelaide.



CORPORATE ADVISORY

Key Takeaways

- Advising clients on business or trade issues
- Can involve high-stake transactions
- Good commercial knowledge is essential
- Strong problem-solving skills are necessary

Overview

Corporate advisory law involves advising clients on issues arising in business or trade. This may intersect with many of the practice areas in this section, such as banking and finance, tax, litigation and alternative dispute resolution. However, some of the most significant issues in corporate advisory include:

- Corporate governance issues (such as directors' duties)
- Mergers and acquisitions
- Corporate restructures
- Capital raisings
- Insolvency

Corporate advisory can be challenging, as high-stakes decisions by businesses often involve short timeframes and the management of many different teams 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 careers. This area of law also equips lawyers with invaluable commercial knowledge and skills.

Skills Required

- Having a clear interest and understanding of the nature of the relevant business when giving advice
- Strong problem-solving skills
- Attention-to-detail

What Can You Do?

Most teams in large commercial firms (including banking and finance, tax and disputes) have an element of corporate advisory work in their practice, so interested students should consider a clerkship with a commercial firm.

Interested students should also consider commercially focused electives (refer to Banking and Finance Law above), or completing a double degree in finance, commerce or economics to understand the commercial considerations in decision making.

What was the path to your current role?

I studied Law and International Studies at Adelaide Uni. Early on in my studies, I was interested in criminal law but later developed an interest in corporate law and started choosing corporate law-focused electives to complete my Law degree. In my penultimate year I did an exchange at the University of Copenhagen, where I studied electives such as European Corporate Finance, European Community Competition Law and Private Equity. I thoroughly enjoyed my exchange experience and this was a highlight of my university studies. My studies in Copenhagen further developed my interest in corporate law, as we were lucky to have some very engaging lecturers working in the corporate finance and private equity industries in Copenhagen at that time, who made otherwise quite dry topics seem very exciting! When I returned to Adelaide for my final year of study, I applied for numerous clerkships with Adelaide and interstate firms and was very grateful to be offered a summer clerkship in the Minter Ellison Adelaide office. It was 2008 and the GFC had hit, so I worked as hard as I could for that 8 week summer clerkship and was then very fortunate to be offered a graduate position at the end of the clerkship. I then worked in the Corporate/M&A team at Minter Ellison for almost 10 years progressing to Special Counsel level, before an opportunity arose in 2018 to join the M&A team at Thomson Geer. I have now been at Thomson Geer for almost 5 years and became a Partner in 2021. I have been very fortunate at Thomson Geer to work with an incredible team here in Adelaide as well as colleagues nationally, and have worked on many interesting, complex M&A transactions with some fantastic clients.

What are the biggest challenges in your role?

Maintaining a work life balance can be challenging at times, especially when we are getting close to signing or completing a transaction, when the work can become all consuming! To avoid burn out, I try to make sure I take a break or have some downtime once a transaction completes, otherwise it is very easy to get swept up in the next deal that is kicking off.



To learn more about working in corporate advisory, the LSS caught up with Annabel West, Partner at Thomson Geer.

Also starting my career in the GFC was a challenge in itself. I felt incredibly grateful to have a job coming out of Uni at that time, when other colleagues in the firm were being made redundant and salaries were being frozen for the foreseeable future. I therefore worked very hard as a junior lawyer, often working very long hours, to try to ensure my job would remain secure.

What advice do you have for students that would like to practise in corporate law?

While at university, to choose as many corporate law-focused electives as possible. There is so much to learn in practice when you start working in corporate law or M&A, so having that solid grounding in corporate law theory to start with is very beneficial.

In hindsight, I do wish I had studied an accounting or finance degree while at Uni, together with my Law degree, as this would have been very useful. Instead, while later working as a junior lawyer, the firm supported me to study a Graduate Diploma in Applied Finance with Kaplan Professional, so you can always catch up later to some extent through further studies and courses, if needed.



Key Takeaways

- Lawyers work to ensure the best interests of clients are achieved
- Overarching duty to the Court
- Can be confronting but also very rewarding
- Criminal lawyers usually work in smaller specialised firms

Overview

Criminal law is a fascinating area of law where you see an interplay between technical, legal, procedural and evidentiary issues intersecting with human behaviour, emotions and psychology. It involves defining criminal offenses, setting out the procedures for investigating and prosecuting these offenses, and determining the appropriate penalties or punishments for convicted offenders.

The role of a criminal lawyer includes advising and representing their clients during all stages of criminal proceedings, from arrest to trial and, if necessary, appeal. Criminal lawyers also provide legal advice to clients regarding plea bargaining, sentence mitigation, and other aspects of criminal law.

Criminal lawyers work closely with prosecutors, judges, and other legal professionals to serve the court while simultaneously ensuring that their clients' rights are protected throughout the criminal justice process. They may also work with other experts, such as forensic scientists or psychologists, to build their case.

Skills Required

- Dedicated and Committed
- High level of integrity and ethics
- Prioritising the best interests of the client
- Remembering the overarching duty to the Court and the administration of justice

What Can You Do?

Study subjects such as:

- Criminal Law (LAW 2599)*
- Evidence and Advocacy (LAW 3502)*
- Sentencing and Criminal Justice (LAW 3520)
- Law and Justice Internship (LAW 3527)

**core subject*

CRIMINAL LAW

What is your advice to students wanting to practise criminal law?

Try and get as much experience in the field as you can, whether it be through paid work or volunteering, this can be in either a criminal law firm or in a chambers assisting barristers preparing for trial. If possible, try and do your placement at a criminal firm, getting exposure in the field is a good opportunity to develop your skills. Ask lots of questions and observe others and how they are in court. Look at the style of advocacy you like and try to develop your own.

Associateships and working as a Duty Solicitor in the Magistrate Court are great junior roles that provide invaluable experience in criminal law.

What are some of the key skills, qualities and attributes required to be a good criminal lawyer?

Criminal law is very much advocacy driven, so excellent communication skills are essential both in and out of the court room. You deal with clients from a wide range of social economic backgrounds, and it is important to be able to listen to clients needs and tailor your communication skills accordingly.

You need to be able to build good rapport with people. You are helping

To learn more about working in criminal law, the LSS caught up with Christina Chrisakis, Lawyer at Patsouris & Associates.

people at their most vulnerable and stressful time. You also need to be able to be empathetic but remain professional.

Working in defence requires a level of creativity and imagination to try twist the interpretation of the law in your favour to best assist your client.

What are some of the greatest challenges/highlights of working in criminal law?

It can sometimes be challenging working with clients who may be drug affected, aggressive or have severe mental health issues who are unable to effectively provide instructions. You deal with a lot of sensitive material which can sometimes be challenging. It is important to be able to find ways to disconnect from work and find ways to manage high workloads and stressful situations. Highlights include having a job that is always different and interesting. You meet a large variety of people from all walks of life and are constantly learning. You can help people and genuinely feel like you are making a difference in someone's life.

EMPLOYMENT LAW

Key Takeaways

- A constantly changing area of law where lawyers need to keep up with legislative and technological updates
- People-focused area
- Strong interpersonal skills needed
- Clerkships at commercial firms are a beneficial experience

Overview

Lawyers who work in employment law deal primarily with the relationship between employees and employers.

It is a people-focused area that aims to balance the (often competing) interests of employees with the commercial goals of their employers.

Employment lawyers work closely with human resources departments to provide employment conditions that benefit both businesses and employees whilst ensuring that the company complies with its obligations under the broader employment law framework.

Employment law teams often work on specific issues arising in the employment context, such as drafting workplace policies, or advising on employment disputes. Employment lawyers can also advise on the employment issues in transactions, such as in the sale or acquisition of a company.

Skills Required

Employment lawyers must have a strong knowledge of contract and commercial law and the statutory framework which guides employment conditions in Australia. This knowledge is also used to avoid any commercial issues arising for the business as a result of employment disputes. Other general skills required include strong interpersonal skill and assisting clients during stressful conditions

What advice do you have for students wanting to pursue a career in employment law?

My advice for students wanting to pursue a career in employment law is to gain as much experience as possible both during and after University. Employment law is a niche area, so any experience in a litigious practice area or where you can otherwise gain advocacy and dispute resolution skills will be beneficial and transferable to a career in employment law. Whilst I didn't study employment law at university, this may also be valuable where the option is available as this will provide you with a foundation of prerequisite knowledge in the area. Employment law is tied with social change and is therefore ever-changing. It would therefore also be worthwhile keeping up to date with the area as it follows developments in society. I would also recommend that students actively seek out opportunities and to not wait until graduation. Applying for roles as an undergraduate can be daunting but many students are surprised to learn that one of the most important considerations in hiring students is their eagerness to engage with the area rather than assumed knowledge or outstanding academic success.

What are your most/least favourite aspects of working in employment law?

Employment law can be both a rewarding and challenging practice area to work in. As employment law is essentially about people, it is very interesting and incredibly varied. Any one day can involve diverse tasks from preparing an employment contract, to advising on an employee's dismissal, to investigating allegations of bullying or harassment. The varied nature of employment law is something I love about the practice area as I am constantly kept on my toes and no two days are ever the same.

Although it is a fantastic and rewarding area to practice in, employment law isn't without its challenges. The matters involve highly complex and emotional issues relating to people's employment and livelihood. In this regard, the outcomes and decisions have a very practical impact on the lives of people and therefore the area can be challenging at times in this regard.



To learn more about working in employment law, the LSS caught up with Maggie Feuerherdt, Solicitor at HWL Ebsworth Lawyers.

What are some skills, qualities and attributes for excelling in employment law?

As employment law is both a transactional and litigious practice area, it can require a wide skillset to excel. Whether you represent the employee or the employer, you will often be communicating with self-represented litigants and in highly emotional situations. For this reason, having good interpersonal skills and emotional intelligence is important. More generally, many of the skills gained through university will also be useful in practice, for example, conducting legal research, drafting legal arguments, and managing your time. Experience in civil litigation, dispute resolution and/or oral advocacy will also provide you with some additional transferable skills necessary to succeed. In saying this, prior to undertaking my own Summer Clerkship with HWL Ebsworth Lawyers I had very limited practical experience, so don't be disheartened if you are in a similar position. I strongly encourage you to try and take on any opportunity that comes your way!

ALTERNATIVE CAREER PATHWAYS



Pages 115 to 130

ACADEMIA

Key Takeaways

- Rewarding opportunities to contribute to legal thinking and reform
- Allows for personal learning and skill development
- Higher study such as a Masters or PHD is essential
- Perfect if you have an interest in legal theory
- Consider research assistant opportunities, Adelaide Law Review or Law Reform subjects

A Career in Academia

A career in academia presents a unique opportunity to make an 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 working in academia, the LSS caught up with Peta Spyrou, Lecturer at the University of Adelaide.

How did you end up in Academia?

Some people set out to become academics and purely undertake a PhD with that goal in mind. To be honest though, that wasn't my motivation. Instead, my interest in doing a PhD was sparked when I took a course called 'Special Topic in Law 2: Writing for Publication' with Dr Colette Langos back in my second year of law school. From this course, I developed a passion for legal research, noting that it is one way in which I can fuse my intellectual interest and academic rigour in law with my passion for advancing people's rights and disability related advocacy.

While undertaking my PhD here at the Law School, I had the opportunity to teach into both undergrad and postgrad courses and really LOVED it. So, in summary, my interest in academia grew as my PhD candidature progressed. I was lucky that in late 2022, while I was nearing the completion of my PhD, a lecturing opportunity came up and I was the successful candidate.

What are the most rewarding aspects of your job?

There are many, but the two most fulfilling

parts for me are (1) having a public platform to talk about and share my research and evidenced-based opinions widely, and (2) the opportunity to teach the next generation of lawyers and law students. Regarding the latter point, teaching is a way I can integrate my passion for equality and inclusion, so my research feeds directly into my teaching approach. More broadly, however, I believe that being an academic is a privilege, and that comes with a lot of responsibility. All researchers have ethical standards, and a code of conduct to abide by, but once you're part of the academy you enjoy the benefit of a concept known as 'academic freedom'. This allows you to widely disseminate your academic opinions.

What are the greatest challenges of your role?

Having a 'balanced' academic role, means my job has three parts to it – 40% of it is made up of research, 40% is comprised of teaching, and 20% relates to my service role. There are times when it can be a juggling act but having these three components keeps it interesting.

What advice would you give students wanting to pursue academia?

From a philosophical perspective, I would encourage students to recognise that law school is the start of your professional careers. I would also encourage anyone interested in pursuing a career in research to 'go for it'. In reality though, new academics are now increasingly required to have a PhD qualification, or at least substantial progress towards completion of one. Doing a PhD, which is four years full time, may be daunting though, so I recommend first trying to get into the Honours program, to see whether you like working on a sustained research project. I also highly recommend reaching out to academic mentors to hear what their own PhD journey was like, and to soundboard potential research ideas. Once students have 'harnessed their passion', I encourage my students to have a go at writing articles and getting work published, including in the Law Society's The Bulletin publication or opinion pieces in newspapers.

Words adopted from an interview Peta gave with Viki Ntafillis. See UniSA Law Students' Association, Working in Legal: Part IV (2021) <https://drive.google.com/file/d/1x8E34x-FmdwdJ-tB1S779qUTKexwCOFR/view> 2-4.

What are the biggest differences working in academia compared to practice?

Compared to academia, legal practice is probably not as multidimensional. Legal processes are generally the same and do not change often. Matters will sometimes vary significantly from one to the next, but even then, as a lawyer, you are often completing a similar variety of tasks each day. Academia is quite different in that it has many aspects to it. For example, academics must not only teach law but publish articles and books on it. They also present at conferences, provide advice to and engage with government and industry, and travel to collaborate with colleagues around the world. Unless you're a sole practitioner, you do not have a great level of autonomy in legal practice as you will work within a firm's corporate strategy and service a particular clientele. Academics, on the other hand, are largely independent workers who craft their own fields of expertise and write freely on topics of their choice. They draw income for their employers not through billing clients but through government/industry grants and consulting work. I am fortunate to do both academia and practice and there are definitely pros and cons to each.

What skills help you excel in academia?

Academic is very scholarly. You need to be willing to invest a lot of time into researching one (or at most two) fields within the law and developing specialisation in particular topics in those fields. For example, you might be a property law academic but research specifically in leases. Being willing to devote your professional career to becoming an expert in an area is an essential skill. Much like being a

practitioner, you also need to like reading because there is an incredible amount of literature out there and it's your job as an academic to be across this work. Networking is also a great skill to help excel in academia. Collaboration between institutions is common so it's important to be willing to put yourself out there and work in teams which may be multidisciplinary. Accepting failure is also something I regard as a skill. I didn't have it when I became an academic so my first article rejection from a law journal crushed me. Little did I realise how common this is in academia, so it's about taking the constructive feedback and improving your work (which will eventually be published!) We all make mistakes, and being willing to acknowledge this and the fact you will encounter obstacles on the way to becoming a world renowned expert in a given legal field will definitely help you excel as a scholar.

To learn more about working in academia, the LSS caught up with Dr Mark Giancaspro, Senior Lecturer at the University of Adelaide.



FINANCIAL SERVICES

Key Takeaways

- Large employer of law graduates
- Many firms will subsidise costs of GDLP and CA for employees
- Electives like Income Tax Law, Corporate Insolvency and Succession will be useful

Professional Services

Professional service organisations, including the Big 4, are large employers of law graduates. Graduates are employed to deliver services to a range of clients including ASX 200 companies, private organisations, and government departments and agencies. Typical services include auditing, tax consulting and advisory. Some firms also have small, but fast-growing legal practices and are viewed as being growing forces within the legal industry.

A career in financial services can provide opportunities to work and live interstate and overseas, and generally provide more global mobility options compared to legal practice. Many firms will also subsidise the costs of completing professional qualifications such as the GDLP and the Chartered Accountants (CA) program as well as ongoing memberships of these professional organisations.

Many employers offer vacationer programs to students in their penultimate year, and some have one- or two-day programs for pre-penultimate students as well. Graduates employed in auditing are generally required to have a Bachelor of Commerce (Accounting), however service lines such as tax and advisory employ a more diverse range of degrees. Electives such as Income Tax Law, Corporate Insolvency and Succession can be of use for graduates looking to work in tax, while advisory graduates work across such a large range of projects and industries that they will quite possibly draw on their knowledge from every subject.

Banking

Banks, including the Big 4 Banks (Westpac, Commonwealth Bank, ANZ and NAB) and their associated subsidiaries, are another big employer of law graduates. Most of the opportunities exist at their head offices in Sydney and Melbourne, though there are some Adelaide based opportunities in Consumer and Business banking.

"Prior to my graduate role I completed a vacationer program with Deloitte and took an undergraduate role 2 days a week in my final year of university. I work on a range of clients, primarily in the service industry, including GHD Engineering, Spark Infrastructure and SA Power. A majority of my client portfolio is in Sydney allowing me to travel regularly with work. I would recommend audit for anyone studying a business degree to explore the professional services offered."

Ageliki Angelakos, Auditor at Deloitte

VACATIONER DAY IN THE LIFE

ARADHANA SAMUEL

From November 2022 to February 2023, I interned at KPMG (Adelaide) in the corporate tax team.



During my time at KPMG, I got to work on a variety of work, ranging from advisory work that consisted of legal research and accounting work such as income tax preparation. The corporate tax area is perfect if you are seeking to get the best of both tax accounting and tax law - you get to switch between both areas! Vacationers in the corporate tax team get the opportunity to work on areas that they enjoy and are given the opportunity to explore other teams during the internship. Given that I enjoyed more of the advisory work, I was provided with the chance to undertake legal research and draft advisory letters! I also got the chance to host a tax training with two other vacationer colleagues. Most vacationers secure a graduate role upon completion, and some are offered an undergraduate role.

The vacationer team were incredible tight-knit to the point where the teams chat was buzzing constantly with memes and jokes. We had a vacationer table tennis competition organised by none other than our very own, Lucas Michaels. The vacationer team had regular social outings such as Karaoke nights and dinners. I would definitely recommend giving one of the Big Fours (especially KPMG) a shot if you are unsure whether to work in law or a non-legal role.

INVESTMENT BANKING

Key Takeaways

- Involved in a wide variety of M&A and capital market transactions
- Requires strong interest in finance
- Highly competitive field
- Roles are available Australia wide and globally

Investment Banking and Corporate Advisory

In investment banking and corporate advisory, firms provide advice on mergers and acquisitions, capital market transactions and restructurings. A junior banker is expected to support senior bankers by creating presentations, financial analyses and marketing material.

A finance degree is not required to work in corporate advisory. However, it is important to have a genuine interest in finance and to be up to date with financial news from sources such as The Australian Financial Review and The Financial Times. In addition, successful candidates have a strong academic background, prior work experience and extracurricular activities involvement. Technical knowledge – such as accounting – is also required for large firms.

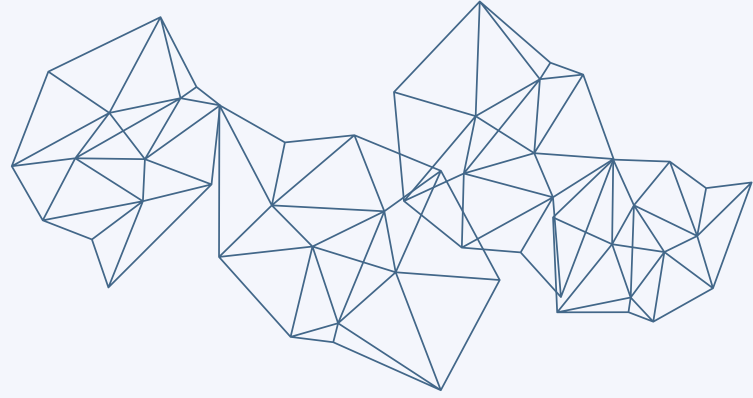
Due to the competitive nature of the industry and limited available roles, it can be beneficial to gain experience at boutique firms first. Consider calling or emailing these firms to ask for work experience because they do not have a formal application process. Equally, corporate legal clerkships (particularly at firms specialising in M&A) can be useful in gaining exposure to the industry.

Firms can be divided into the Big Four professional services firms, Australian corporate advisory firms and global investment banks. The daily work at all three is very comparable, however, the transaction sizes and services provided vary. For example, the global investment banks work on larger transactions and are available to provide clients access to capital markets. Below is a list of the firms with formal application processes.

"I am currently a fifth year Law & Commerce student at the University of Adelaide. I have completed various investment banking and corporate finance internships at J.P. Morgan, Allier Capital and Chapman Capital Partners. These experiences provided me with the opportunity to work alongside junior and senior bankers on various capital markets and M&A mandates. I would recommend this opportunity to anyone interested in pursuing a career in corporate finance."

Hamish Gitsham, Final Year Law Student

LEGAL AID



Key Takeaways

- Great way of ensuring equal access to representation for all citizens
- The Legal Services Commission of South Australia (LSC) is the main body dedicated to assisting South Australians understand and exercise their legal rights

Overview

The legal aid sector is split into three main categories: the Legal Services Commission (LSC), Aboriginal Legal Rights Movement (ALRM) and Community Legal Centres SA. These services are all funded by the National Legal Assistance Partnership (NLAP) which contributes to providing integrated, efficient, effective and appropriate legal assistance focused on improving outcomes and keeping the justice system accessible for vulnerable and disadvantaged people. Legal aid lawyers require a comprehensive knowledge of the law, excellent communication skills and an ability to deal with people from diverse backgrounds.

LSC

The LSC is largest legal assistance service in South Australia. They seek to give all South Australians equal access to justice through the legal systems by providing free legal information, legal advice and legal education. Legal representation is also provided to those most in need primarily in the areas of criminal law and family law. The LSC is also committed to advising and supporting victims of family and domestic violence and operates a Women's Domestic Violence Court Assistance Service at city and suburban Magistrates' Courts and a dedicated Domestic Violence Unit at Elizabeth. The LSC offers two programs in which law students can participate: a Summer Clerkship Program and a Practical Legal Training program. As these programs are highly competitive it is highly recommended for applicants to possess other voluntary legal aid experience.

ALRM

ALRM is a not-for-profit organisation that operates as a law practice throughout South Australia providing free legal advice to Indigenous Australians facing legal issues. Their legal services are divided into the criminal and civil law. ALRM solicitors can represent anyone charged with offences across all jurisdictional levels. They provide legal representation, prison advice and after-hours custody advice services. In addition to its legal services, ALRM also carries out social programs to assist Aboriginal prisoners and persons recently released from custody. ALRM is also the lead organisation in South Australia for advocacy on legal and policy questions which affect Aboriginal people. ALRM offers volunteer and Practical Legal Training Opportunities to students although spots are limited. Expressions for interest for volunteer or work placement can be submitted to recruitment@alrm.org.au.

CLCSA

Community Legal Centres are independent, community-managed, non-profit services that provide a range of assistance on legal and related matters to people experiencing disadvantage. CLCSA is divided into smaller specialised organisation such as the Women's Legal Service SA, Uniting Communities Law Centre, JusticeNet and Westside Lawyers. Member centres of the CLCSA network regularly take on volunteers to fill in a broad range of roles. Most centres use volunteers to provide client services such as taking instructions from clients (under supervision), answering phones, conducting research and drafting correspondence. CLCSA members also offer Practical Legal Training opportunities for graduate, keep an eye on their website for information regarding these opportunities.

What does your day to day look like as a Duty Solicitor?

My day as a duty solicitor is different every day. The first priority is overnight custody matters, so I go to the police cells and see anyone who has been arrested and take instructions for a bail application. The other main roles are giving advice to 'walk ins', which are people who have court that day and don't have a lawyer, and on top of that we have our own file clients as well. A Monday, for example, or a Tuesday after a public holiday, will be very busy with custodies because I'll see people who have been arrested from Friday night, throughout the weekend, but on another day, there might only be a few custodies, and I can spend more time giving advice to walk ins.

What are the most challenging and exciting aspects of your role?

The most challenging aspect is juggling those three roles. In some jurisdictions, such as Elizabeth, there are 3 duty solicitors, but in Port Adelaide, where I am based, there is only me. That means, if a Magistrate wants me in one court to do a bail application for someone in custody, but there is a walk-in who really needs advice and their matter is getting called on in a different court, you have to prioritise. In those situations, you always have to prioritise people in custody. The somewhat chaotic nature of the role also makes it exciting because there's a lot going on and every day is different.

Do you any advice for students who

may be interested in the role?

For anyone interested in the duty solicitor role, it is a really good job to practise your advocacy skills, particularly when you're starting out, because you only appear in the Magistrates Court. You get very comfortable with that court because you're basically on your feet all day making bail applications. I did a judge's associateship at the District Court prior to this role and I found that really helpful to get a background on criminal law and observe lots of criminal matters before having to appear on them myself. It is a very hands-on role and the content of the work can be confronting, but it is really rewarding. The role is legal aid and criminal defence, so if you will struggle with either of those aspects, it might not be for you.

To learn more about working in legal aid, the LSS caught up with Tyson Leung, Duty Solicitor for the Legal Services Commission.





Key Takeaways

- Consists of assisting organisations, including businesses, government bodies and not-for-profit entities.
- Provides opportunities to travel both domestically and overseas.
- Problem-solving skills are required to find tailor-made solutions for each client

Management Consulting

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 a variety of experiences.

MANAGEMENT CONSULTING

MEDIA & MARKETING

Key Takeaways

- Offers a wide range of opportunities
- Can lead to careers in journalism, television, publishing and marketing roles in various businesses
- Internships are great experience

Media

In media, law graduates have gone on to have careers in journalism, television, print media and publishing. Many law graduates also go on to work in marketing related fields such as advertising sales and public relations.

Common entry pathways into media include gaining experience in journalism through writing for student publications such as The Hilarian or On Dit, freelance work and internships. A good entry pathway to marketing is through internships, many of which can be found through the University's Career Hub.

Whilst many law graduates taking these career paths have a double degree with Media, Arts or Marketing, law electives such as Intellectual Property Law can be of great use.

Marketing

Marketing is the process of promoting a business and its products. The daily role of a marketer differs dramatically depending on the business that they are servicing. However key tasks often include: developing marketing strategies, identifying and targeting key demographics, conducting market research, and advising on product design.

Marketing caters to those with skills ranging from creative to highly analytical. While a specific degree is required to land a role in marketing, the jobs outlined in the media section also provide useful skills for those interested in marketing. Interested students should work on developing their verbal and written communication skills and gaining experience through internships in this field.



To learn more about working in media and marketing, the LSS caught up with Georgia Honan, Digital Content Coordinator at Elders.

What was the path into your current role?

I graduated from Adelaide Uni with a Bachelor of Law and a Bachelor of Media. Throughout my degree, I worked in a few different roles in politics, particularly providing communications and media advice and support. I decided I was really keen on this kind of work, so I took up two different part-time internships working as a journalist, and then a social media content producer, both of which were very valuable experience.

Having grown up on a mixed farming property, when a marketing and communications position at Elders Rural came up, I couldn't turn it down! I've been in this position for almost a year now, and I'm loving it.

What are the various tasks you undertake in your role?

In my role, I work across a variety of marketing tasks and portfolios, including brand, digital and communications.

Predominantly, I manage digital content across the website, writing localised stories about staff and clients in regional Australia, and providing website support to stakeholders in our business.

I have also been involved in developing marketing and communications plans and strategies, for a variety of campaigns and business-as-usual activity. Our central marketing and communications team provides support to the whole country, and all business units including retail, HR and finance, so no two days are the same!

What advice do you have for law students that would like to get into marketing?

Try to seek out internship opportunities while you are still at uni to gain some experience in the area.

While law is a great area for developing writing skills, I found I was lacking in the more practical elements of marketing – like social media strategy and writing for web. An internship is a great way to build these skills, and connections in the industry. Plus – it could lead to a permanent job!

I also found my double degree in media gave me a great background. A lot of what we do in marketing is based on consumer behaviour and theory, so even if you don't do a whole extra degree, I would recommend doing some extra study to give yourself a good knowledge base in the area.

Have you had any particular highlights in your role?

Most recently, we launched a brand-new Elders website, which was a big deal for the business and for me in my role. I was responsible for meeting with people in our business, understanding their requirements for the new website, and then writing and delivering on content for the site. This was a huge project spanning over eight months.

A massive project to be part of, but certainly a very rewarding one!

What was the path into your current role?

To qualify for my current position, I obtained a Bachelor of Commerce degree, with a major in Marketing, from the University of Adelaide. While pursuing my degree, I completed several internships and volunteered in various marketing-related roles to gain practical experience in the field. After graduating, I started working as a marketing assistant for the same hospitality group where I had previously held a part-time job while studying. This experience proved invaluable as many entry-level marketing positions involve organizing events.

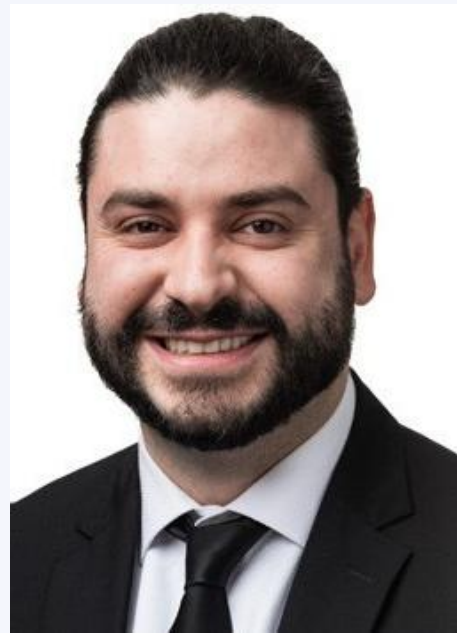
What are the various tasks you undertake in your role?

Marketing for a law firm does entail many different tasks and you are certainly kept on your toes as each day is different.

At present, my primary responsibilities include:

- assisting Partners on tenders for legal services for a variety of practice groups;
- creating capability statements for various practice groups;
- event management;
- managing our e'communications which includes formatting articles and newsletters in our branding to be published on our website and to be sent out to our mailing lists;
- website management;
- various design tasks using adobe software's; and
- managing the firm LinkedIn page.

What advice do you have for students that want a marketing role in a law firm?



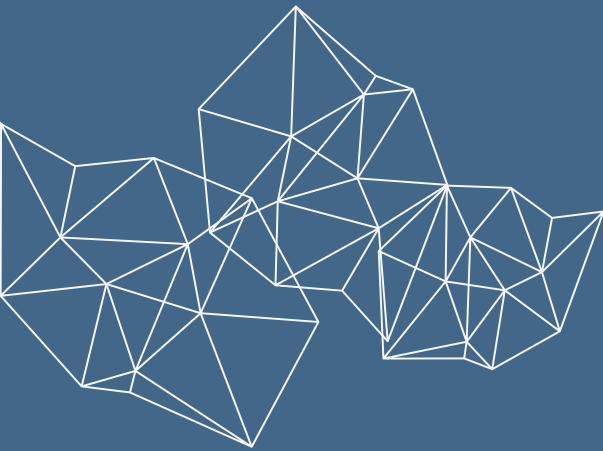
To learn more about working in marketing, the LSS caught up with Jonathan Halacas, Marketing Assistant at HWL Ebsworth Lawyers.

For any marketing role, you need to know what your product/service is. So, I wouldn't say you need a law degree, but it would help if you had a basic understanding of the industry and the service that the law firm provides - this does come over time working within the industry but may give you the edge over the other applicants.

Have you had any particular highlights in your role?

One of the highlights of my role thus far has been the first panel tender I worked on, which we successfully secured. It was a gratifying experience to contribute to something that generated a substantial amount of ongoing business for the firm. As more tenders like this are won, it becomes clear that the effort I put in has a tangible impact on the organisation.

NGOS & INTERNATIONAL DEVELOPMENT



Key Takeaways

- Presents an invaluable opportunity for personal growth
- Do something that makes a difference
- Opportunities in Adelaide and internationally
- Fantastic-learning experience where you can make a difference
- Relates to real-world problems, even in the international sphere

NGOs & International Development

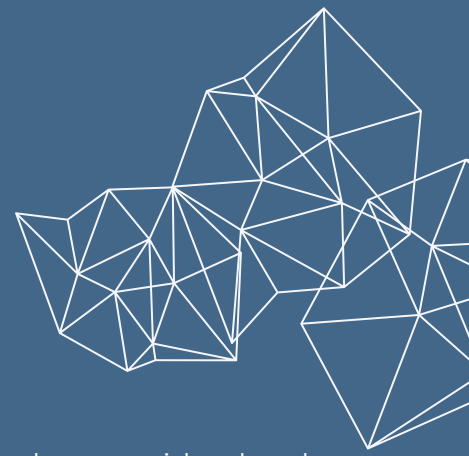
Work experience with non-governmental organisations (NGOs) presents a uniquely invaluable opportunity for career and personal growth. The broad banner 'NGO' presents a diverse range of experiences ranging from a more legal and advocacy focus to more traditionally 'developmental' roles. Such experiences include provision of legal assistance and representation, community education either locally or abroad, research positions, project assistance, fundraising organisation, or ad-hoc administrative tasks.

There are a myriad of opportunities available, so if you're just getting started, don't fret! Your ability to commit yourself to such opportunities will however be dependent upon your time, finances and own criterion of selection, as many of these opportunities are volunteer (unpaid). Regardless of what you choose, any of the options available will provide you with a fantastic learning experience and a great way to create a genuine connection with a diverse group of people.

By presenting yourself for work with NGOs and international development agencies across the globe, you are putting your best foot forward. It is a fantastic chance to make a difference to disadvantaged people while gaining experience as an undergraduate lawyer.

Gaining experience in the field is truly invaluable. It provides insight into what you have been reading in the textbooks, making these issues more understandable within the 'real-world' context. This nuanced knowledge of the issues you will soon be tackling is invaluable. The physical manifestation of your hard work in the community is extremely rewarding professionally and personally.

NGOS & INT. DEV. OPPORTUNITIES



Women's Legal Service (WLS)

Women's Legal Service is a specialist community legal centre that provides legal services to women in need. WLS also maintains a commitment to community education and outreach to regional and remote areas.

Southern Community Justice Centre (SCJC)

The Southern Community Justice Centre is a free legal service providing advice, representation and referrals to eligible clients. The SCJC provides assistance in family law, criminal law, child support services, and some civil and employment law matters. As such, it gives student volunteers the opportunity to develop a basic understanding of how these areas of the law may work in a practical sense.

Action Aid!

The aim of Action Aid is to promote women's rights across 45 countries, partnering with many local women's organisations. Becoming a volunteer means organising events and campaigns for the issues that matter, engaging and educating people about the issues, and to take action against injustice. Adelaide has its own Action Group and you can simply become a volunteer by emailing!

Tetra Tech Internship

The DEVT 3010EX course is a 6-unit internship program run for Bachelor of International Development students.

The Intern Group

Offering placements across the globe all year around, The Intern Group works alongside leading companies, NGO's and governments internationally to combat a range of international issues.

Aboriginal Legal Rights Movement (ALRM)

ALRM has a focus on incarcerated individuals of the Aboriginal communities in South Australia. Volunteer opportunities include office administration, law and research clerkships, community legal education, book-keeping and financial counselling.

Justice for Refugees SA

Justice for Refugees SA aims to promote community support and compassion for refugees and asylum seekers by prioritising assistance in the citizenship process and attainment of resident visas.

POLITICS & LOBBYING

Key Takeaways

- Well-suited for those who enjoy policy making or current affairs
- Diversity of jobs such as being an elected MP, industry lobbyist or working in a political campaign
- Recommended to get involved in political clubs at University and participate in student elections
- Look into the University's Parliamentary Internship Programs

Politics & Lobbying

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 is 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 legislation and negotiate. During an 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. If you are undertaking a double degree with a Bachelor of Arts, majoring in International Studies or Politics will certainly develop your understanding of policy making and current affairs. Interested students should also look into the University's Parliamentary Internship Programs.

What was the process to putting your name forward for election?

It is a great privilege to represent the community of Enfield in the South Australian Parliament.

Prior to my preselection in December 2018, my journey to Parliament started with the connections I made within the Australian Labor Party who believed my skillset and determination would be valued by the wider community of Enfield. I was fortunate to receive support from the now-Premier Peter Malinauskas MP, SA Branch of the Australian Labor Party, the union movement, my campaign team, Young Labor and the Labor Women's Network, as we worked together toward the common goal of my election.

How were you allocated your portfolio and what are your favourite aspects of this?

As a lawyer and small business owner, I am incredibly pleased to be responsible for the portfolio of Small and Family Business and Consumer and Businesses Affairs. It is a great advantage to bring my real-life, personal experience to such an important role for the State.



To learn more about working in politics, the LSS caught up with the Hon. Andrea Michaels MP.

Further, the South Australian Government values the arts and creative sector immensely, so it is an honour to also hold the Arts portfolio. The Arts shape the fabric of our community, and I am very proud of our arts and creative sector as we continue to cement our reputation as the arts capital of Australia.

What advice would you provide for students that aspire to work in politics?

My advice for students that aspire to a political career would be to remain ambitious, make connections where your values align, and work incredibly hard.



NETWORKING



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What is the Asian Australian Lawyers Association?

The Asian Australian Lawyers Association (AALA) is the national peak body for Asian Australian lawyers, and lawyers with an interest in Asia, regardless of background. AALA is a national, not-for-profit, volunteer-run organisation that was founded and is run by practitioners and students who volunteer from across Australia.

At our core, AALA is fundamentally committed to promoting cultural intersectional diversity in the law. AALA is proud that our Membership represents the rich cultural and socio-economic diversity of Australia. Our work advocates for a legal profession that is representative of our Membership as we remain fervently committed to a vision of an Australian legal profession that reflects the communities it serves.

What do we do?

AALA's work and advocacy is led by our Founding Objectives and the voices of our Members. Examples of our work includes:

- Organising CPD Seminars
- Hosting a National Cultural Diversity Summit.
- Our National AALA Mentoring Program.
- The William Ah Ket Scholarship.
- Facilitating a number of networking events throughout the year for both our senior and junior members. These events can range from formal events at Parliament House to Quiz Nights!

Who can join AALA?

We have Branches in all Australian states and territories, welcoming Members from all walks of legal life including students, lawyers and principals from small, medium and large firms, barristers, in-house, community legal centre and government lawyers.

"AALA is the national peak body for Asian Australian lawyers and lawyers with an interest in Asia regardless of background. AALA hosts several events throughout the year to facilitate networking, skills building and promote cultural diversity. As someone who is at an early stage of my legal career, AALA has been a wonderful and supportive community for me. I have received invaluable mentoring and been able to meet a wide range of people."

Audrey Lian, Associate at JWS



Interested in joining?

Become a member at the following link:
<https://www.aala.org.au/membership>



Membership Costs

Membership is renewable each financial year and is charged according to position:

- Lawyer or barrister admitted more than 3 years | \$100.00
- Lawyer or barrister admitted less than 3 years | \$30.00
- Law Student/PLT Student | \$10.00



Hellenic Australian Lawyers Association

What is the Hellenic Australian Lawyers Association (HAL)?

The Hellenic Australian Lawyers Association (HAL) comprises Australian lawyers, judicial officers, law students and others who have a Hellenic background, or if not of Hellenic background, are philhellenes. HAL provides opportunities for members to engage in professional activities in an environment that celebrates Hellenic ideals and promotes cultural harmony and diversity in the legal profession in Australia.

The patron of HAL National is The Honourable Chris Kourakis, Chief Justice of South Australia, who supports our South Australian Chapter and its activities.

Why Join HAL?

HAL provides opportunities for members and friends of HAL to engage in professional activities in an environment that celebrates Hellenic ideals. HAL offers a forum to share ideas and knowledge with others, promote cultural harmony and diversity, and advance the legal profession. Regular events provide opportunities for members to acknowledge and celebrate Hellenism in ways that are relevant to their lives and careers, while also forming vital connections with each other that can last over their personal and professional careers. Our events include:

- CPD and educational seminars on a range of relevant legal topics;
- Annual John William Perry AO QC Oration (previous speakers have included the current and former State Attorney General's, Justices Keane and Kirby of the High Court, among other distinguished legal professionals and barristers);
- Young Professional Networking Night (previously hosted at the Old Chamber in Parliament House); and
- Interesting and exciting Collaborations with other professional legal and industry bodies for networking of our members.

Want to Join HAL?

It is never too early to join a professional body such as HAL, grow your professional networks and make a positive contribution to the shape of the profession in the future. For law students, paralegals and law graduates, the membership fee to our SA Branch is \$20.00.

If you are interest in joining us and becoming a member, please follow the link here: <https://hal.asn.au/apply-to-join/>



The Women Lawyers' Association of South Australia



About Us

The Women Lawyers' Association of South Australia (WLASA) was established in 1998 and is the South Australian branch of Australian Women Lawyers. The Association aims to promote justice and equality for women, improve career prospects for women in the legal profession, and provide a professional and social network for women in the law.

What We Do

WLASA organises a range of activities, including:

- Consulting with the Chief Justice of the Supreme Court and the State Attorney General on the appointment of senior counsel and the judiciary in South Australia;
- Making submissions on proposed law reforms affecting women and the broader justice arena;
- Organising professional socialising and networking events for women in the legal profession to meet like-minded professionals; and
- Organising Continuing Professional Development seminars, career seminars and information for lawyers and law students.

WLASA regularly hosts educational, social, and networking events to involve members and those interested in supporting the Association's objectives. Regular events include:

- Drinks with the Judiciary
- Annual General Meeting
- Margaret Nyland Long Lunch
- CPD seminars
- Professional socialising and networking events
- Fundraisers
- Keynote speaker functions

Keep an eye out on WLASA's socials for details about the above upcoming events, including our 25 Year Anniversary party as well as the 2023 Margaret Nyland Long Lunch on Friday 7 July.

How to Become a WLASA Member

Ordinary membership of WLASA is open to individuals who hold a law degree, are studying a law degree, or eligible to practice law in South Australia. Members are entitled to a variety of benefits, including membership rates to events, voting rights at meetings, ability to nominate for election on the WLASA Committee, and invitations to attend free-for-members CPD sessions.

Other benefits include informal mentoring, career advice, provision of regular newsletters from Australian Women Lawyers, regular communication via email and WLASA socials, discounts, and promotions from other like-minded organisations. Membership is renewable each financial year and is charged according to individual employment circumstances:

Waged: \$60 | Community Legal Centre & Legal Services
Commission employees: \$30 | Students: \$30

The Association's 'Find a Women Lawyer' is the first directory designed for finding women lawyers in Australia. It is a user-friendly database to promote women lawyers practising in South Australia and to help clients find a women lawyer.



Join us now at <https://www.womenlawyerssa.org.au/membership/>

NEXT STEPS PROGRAM

Adelaide Law School

WHAT IS NEXT STEPS?

The Adelaide Law School's Next Steps program is a career-readiness program that aims to equip law students with skills for their future careers, inform them about diverse and rewarding career options, and help to build student connections with industry, government and the legal profession.

The Next Steps program consists of a series of seminars that are specially designed to showcase diverse career opportunities and help students develop the skills necessary to succeed in life beyond law school. At these seminars a range of speakers – from law firms, government and industry – share their experiences and tips with current students. The program recognises that Adelaide Law School graduates will pursue a variety of different career options, and it aims to provide insights into some of the rewarding pathways open to our graduates. The Next Steps program works in conjunction with other work-integrated learning opportunities and work-experience pathways, such as internships and clerkships.

The program seeks to complement the other career services offered by both the University of Adelaide's Career Hub and the Adelaide University Law Students' Society. It is specifically tailored to law students and to respond to the ever-changing issues facing law graduates.

2023 NEXT STEPS EVENTS

- “In conversation” event on Discrimination in the Workplace (Semester One)
- Panel Discussion on Social Media and Your Legal Career (Semester One)
- Panel Discussion on going to the Independent Bar (Semester Two)
- Panel Discussion on Public Sector Career Opportunities (Semester Two)



DR ANNE CARTER

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Dr Anne Carter is the current Next Steps program coordinator.



On behalf of the AULSS, we thank you for taking the time to read our Careers & Clerkship Guide for 2023.

We wholeheartedly hope that it assists you in navigating through any future clerkships or roles for the remainder of your law school journey and beyond.

THANK YOU



Adelaide University
Law Students' Society

Careers & Clerkship Guide 2023

aulss.org