



THE ADELAIDE UNIVERSITY
LAW STUDENTS' SOCIETY
AULSS PROUDLY PRESENTS...

CAREERS & CLERKSHIPS GUIDE 2022

CLERKSHIPS INFO
FIRM PROFILES
PRACTICE AREAS
CAREER PATHWAYS
... and more!

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

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DEAN'S WELCOME



It gives me great pleasure to welcome you to the 2022 Careers & Clerkships Guide.

The Guide is being prepared during the continued uncertainty and challenge of living with COVID-19. The staff are here to support and guide you throughout your law degree.

In its almost 150-year history, the Adelaide Law School has established a fine tradition of excellence in its graduates. For inspiring careers in the law, we only need to look at the outstanding contributions our former students have made, and continue to make, to their local, national and international communities.

The Adelaide Law School has produced many noteworthy individuals including several judges and legal practitioners in South Australia and elsewhere; Federal and State politicians; academics with respected international reputations; and many others who are leaders in both the legal profession and the wider community. Of course, many have chosen to pursue diverse careers outside of the law, in business, the arts and media and community service. Recently, our law graduates who have combined their law studies with Science have been pursuing careers combining both disciplines.

The Adelaide Law School aspires to produce graduates who have a dedication to excellence in the learning and practice of law, a deep understanding of the importance of ethics and professionalism, a commitment to the rule of law as the foundation of a just society and an awareness of the international context of the practice and profession. As part of the undergraduate law program, students do not simply 'learn the law' as if it were a fixed body of knowledge to be absorbed as a technician. Rather they seek to gain a deep understanding of the fundamental principles of the law and begin to develop and to practice the skills – thinking, critical analysis, research, writing, mooting, and more – which will provide the foundation for the life-long learning that a career in law entails. These attributes and qualities will be needed more than ever as we emerge from the challenges of social and economic isolation.

I encourage you to think about the full array of talents and skills that you have developed during your time at the Adelaide Law School. These are qualities that will be needed for success, whichever career pathway you may choose. Whilst many students will follow the traditional path of admission to legal practice as barristers and solicitors, others will choose to work in business, government, not-for-profit or other non-government organisations. The range of career possibilities is really only limited by your imagination and courage. This Careers Guide provides a wealth of information regarding a diversity of options. I congratulate the Adelaide University Law Students' Society for the very professional approach taken in the preparation of this Careers Guide.

Professor Christopher Symes FAAL
Interim Dean of Law, Adelaide Law School

DIRECTOR'S FOREWORD

Welcome to the 2022 Careers and Clerkships Guide!

On behalf of the entire Adelaide University Law Students' Society, I would like to thank you for deciding to read this publication, either physically or virtually; it is an absolute pleasure providing this new and improved guide to each of you. I wholeheartedly hope that you gain a wide breadth of knowledge relating to the many diverse career pathways and opportunities that are being offered around Australia.

Furthermore, by delivering an exceptional range of student-led advice, professional testimonies and information from top law firms, the Guide will ensure that you remain up to date with any clerkship opportunities in South Australia and interstate. It also possesses the necessary information to help you flourish and make the most out of any opportunity being offered, whether a clerkship or a volunteering role, both inside or outside of law. Additionally, it contains a variety of tips and tricks throughout that will assist you in both job interviews and CV writing – two skills that are absolutely essential in the modern world. No matter what stage of your law school journey you are currently at, I hope that the Guide is something that you can continue to refer back to and use throughout your law school journey and beyond.

I would like to thank each and every individual who assisted in creating this amazing publication and to all of our sponsors and contributors for their exceptional material. To my team, I would like to thank all of you for your never-give-up attitude, constant support, passion and assistance provided throughout this journey. It truly would not have been possible without each of you.

Thank you again, I hope you thoroughly enjoy the Guide – all the best for your future endeavours!

Anthony Luppino

Director of Careers, Adelaide University Law Students' Society



MEET THE TEAM



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Kane McAskil



Lucas Michaels



Sofia Tait



Winston Li

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:

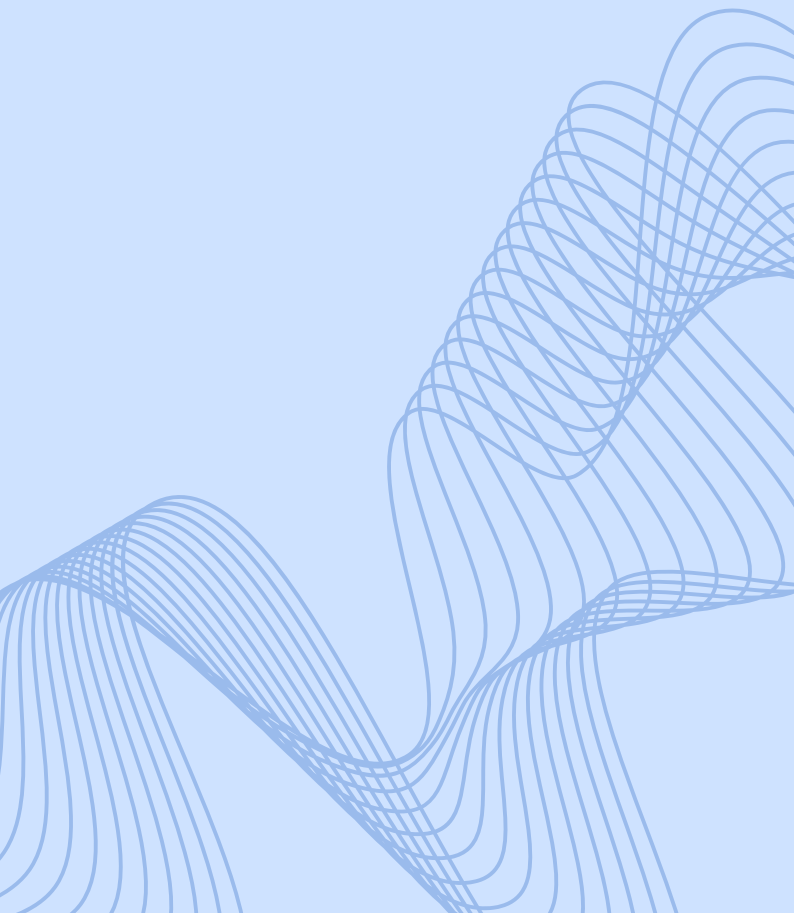
Refers to firms based in other countries with Australian offices. While their Australian presence can vary in size, these firms often have a very significant presence internationally.

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 16



Student to Lawyer Brief Timeline

> Start your Bachelor of Laws Degree

- Do not be afraid to make mistakes and instead learn from them. This is an important tip for any aspect of general life.
- Engage in law competitions and volunteering.
- Contact firms for work experience, apply for most clerkship and internship opportunities in your penultimate and final year.
- Gain a plethora of knowledge or experience in a range of diverse areas, from travel to sports.

> Complete your Bachelor of Law Degree

- Engage with your contacts in the legal profession to start gaining more experience and exposure, or better yet, obtain a law job.
- Contact professionals from other areas/professions if interested.

> Complete GDLP

- Continue to become a multi-faceted individual by participating in a range of activities, from charity to sports. Employers generally favour those with a well-balanced life.
- Complete the GDLP with one of our recommended providers: The 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 and love 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 when in a competitive profession.

> You have made it to the legal profession - congratulations!

- You are now eligible to practise as a solicitor or barrister!

Key Opportunities by Year Level

FIRST YEAR

Although you may not have much legal knowledge yet, there are still many important opportunities you can take advantage of in your first year.

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 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.

Competitions

The First Year Moot, the Client Interviewing Competition and the Negotiations Competition are a great fit for first years. Consider volunteering as a client or witness in these competitions to both see the competition firsthand and also to 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 but also 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! Enrol in the Adelaide Graduate Award. Continue to attend events and follow these tips throughout your entire law degree!



Key Opportunities by Year Level

SECOND & THIRD YEAR

Now that you have an understanding of basic commercial law and some legal experience, you can continue to build on your experience from first year and develop 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 (eg. the LK 'A Day at LK Program', the KPMG Foundations Program and the PWC Insight Academy).

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, the Telephone Support Community Justice Volunteer, the Uniting Communities Law Centre, WestSide Lawyers, the Women's Legal Service and with Connections Mentor Volunteer. For more information, check out the 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!

Key Opportunities by Year Level

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) course 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, however, 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 many 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 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: e.g., the Baker McKenzie Women's Moot.

Volunteering

Penultimate year students are now eligible to volunteer at the Aboriginal Legal Rights Movement, Connections Mentor Volunteer, the Consumer Credit Law Centre, the Environmental Defences Office SA, JusticeNet, the Southern Community Justice Centre, the Telephone Support Community Justice Volunteer, the Uniting Communities Law Centre, WestSide Lawyers, the Women's Legal Service and the Young Workers Legal Services. For more information, check out the Volunteer Handbook.



Key Opportunities by Year Level

FINAL YEAR

This is a good time to continue clerking or interning and also lock 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 interested.

Employment

Students in 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, Connections Mentor Volunteer, the Consumer Credit Law Centre, the Environmental Defences Office SA, JusticeNet, the Southern Community Justice Centre, the Telephone Support Community Justice Volunteer, the Uniting Communities Law Centre, the Women's Legal Service and the Young Workers Legal Services. More information is available in the Volunteer Handbook.

DON'T FORGET TO GET INVOLVED IN UNIVERSITY LIFE.

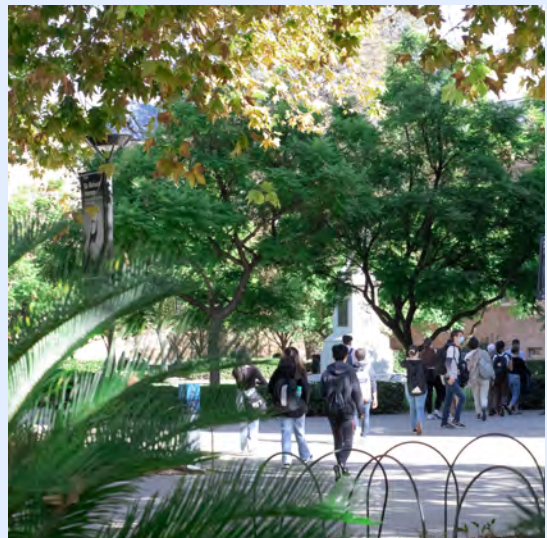
You only get one shot at University (usually) so why not make the most of it and get involved as much as possible?

The University has almost 160 clubs on ranging from faculty and discipline clubs to special interest clubs, to religious, and to social clubs. Whether your passion is writing, or Harry Potter, or dancing, you will find your thing in one of our great clubs.

This is a good opportunity to boost your resume and show employers that you have hobbies outside of the law. They are also a great way to meet new people and potential contacts. 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 his/her 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
- Issues based & 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 students societies
- 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/](https://www.adelaide.edu.au/sports/)

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

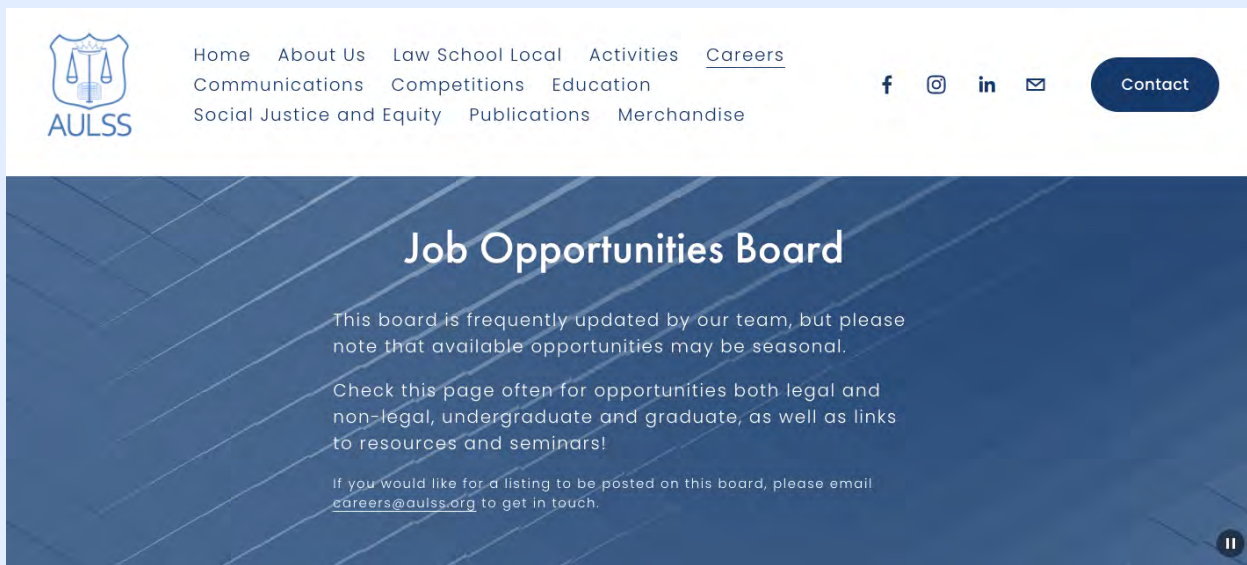
Develop your intercultural skills - check out Global IQ Connect, a 5-week personal development program run by the Uni at <https://www.adelaide.edu.au/student/global-iq-connect/>

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 regularly posts and maintains a list of available job, internship and clerkship opportunities on the Job Opportunities Board on its website. Updated by the Careers and Communications Portfolios, a variety of legal undergraduate and graduate, non-legal undergraduate and graduate opportunities can be found on this Board.

For more information, visit our website at:
<https://www.aulss.org/job-opportunities-board>



The screenshot shows the top navigation bar of the AULSS website. On the left is the AULSS logo, which features a shield with a scale of justice and the letters 'AULSS' below it. To the right of the logo are several navigation links: Home, About Us, Law School Local, Activities, Careers, Communications, Competitions, Education, Social Justice and Equity, Publications, and Merchandise. Further right are social media icons for Facebook, Instagram, LinkedIn, and Email, followed by a dark blue 'Contact' button. Below the navigation bar is a dark blue banner with the title 'Job Opportunities Board' in white. Underneath the title, there is a paragraph of text: 'This board is frequently updated by our team, but please note that available opportunities may be seasonal. Check this page often for opportunities both legal and non-legal, undergraduate and graduate, as well as links to resources and seminars! If you would like for a listing to be posted on this board, please email careers@aulss.org to get in touch.'

Legal Undergraduate Opportunities

Legal Graduate Opportunities

Non-Legal Undergraduate Opportunities

Non-Legal Graduate Opportunities

CAREER SERVICES

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

TOP TIPS FOR LAW STUDENTS

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

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

Get involved: Join a student society, club or team to build leadership, negotiation and more skills in social settings. Volunteer your time. Use any spare time to connect with professionals from all around the world with virtual professional development sessions and take every opportunity to learn from others.

Be organised: Start thinking about what you want to be known for, what you hope your resume will include and what you will be most proud of when you complete your degree. Then be targeted about ticking off those goals. Reach out to Career Services if you are needing help to set career goals.

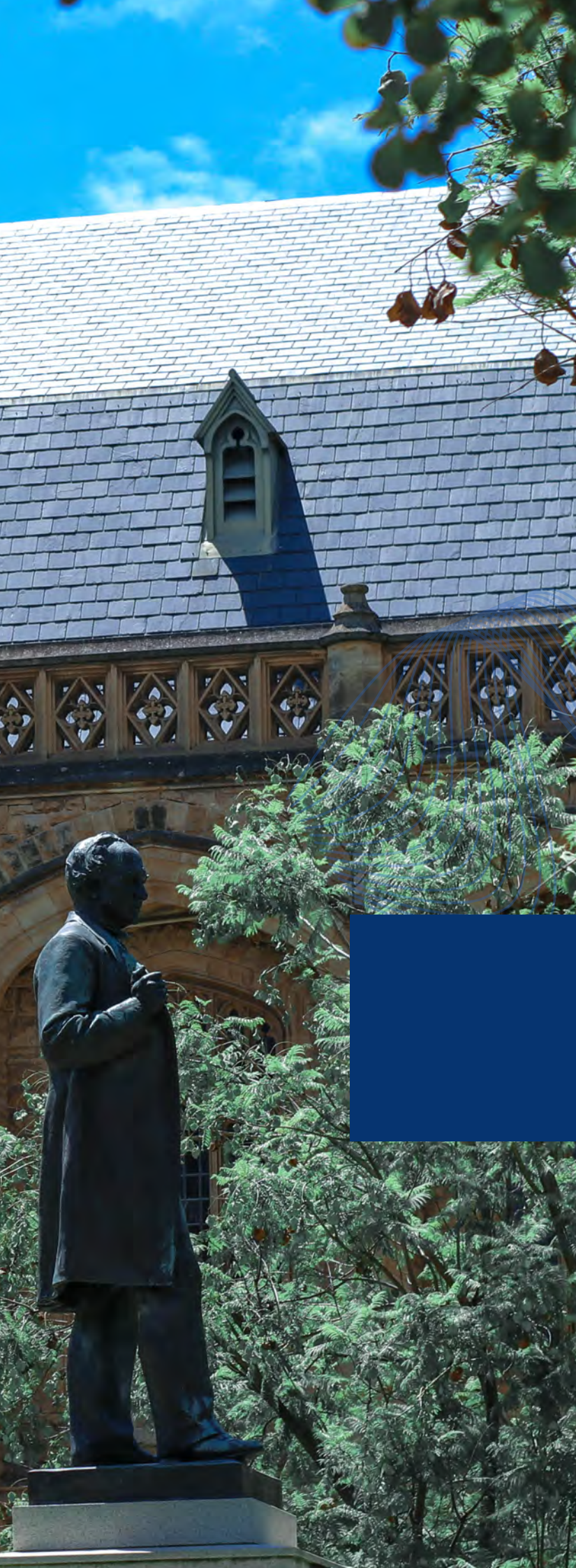
Go easy on yourself: Give yourself a break when you are feeling stressed, unsure or needing some time out. Planning for your career or life after uni can be tough so make use of the services available at University when you need a hand.

Stay updated: Make use of CareerHub for all careers info, events, workshops, opportunities, resources and more.

ua.edu.au/careerhub



THE UNIVERSITY
of ADELAIDE



CLERKSHIPS

Pages 18 to 38

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.

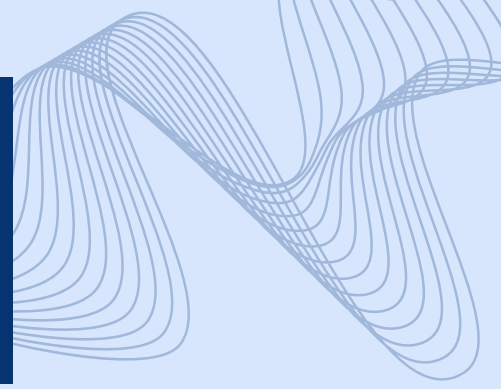
Firms of all types offer great opportunities and have relationships with significant clients. The classifications simply may assist you in thinking about the type of firm that you think might be suited to you. Uncertainty about your preferred legal field should not dissuade you from applying to firms 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.

How and where can I find 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. These following 3 tips will assist in guiding you:

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. 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!

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

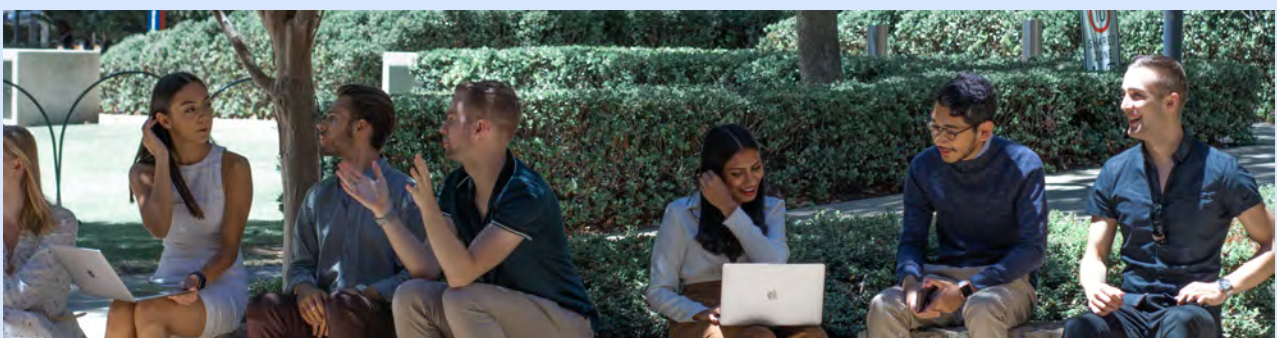
A number of firms will be happy for interested students to spend a few weeks gaining work experience if they are interested. However, if that is not possible, keep an eye out for volunteer positions which may coincide with your areas of interest.

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

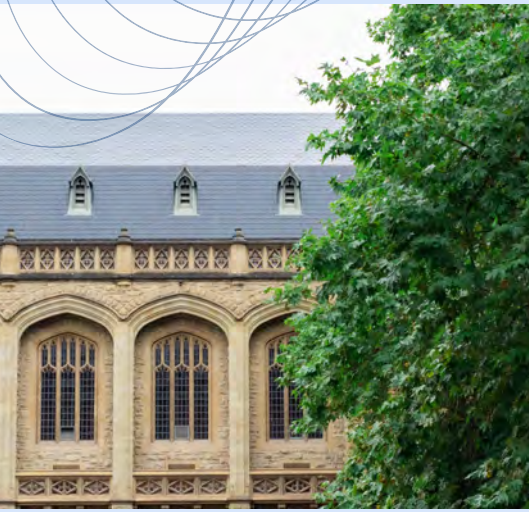
There are a number of different job listing websites. You may wish to consider visiting the following if you are on the job hunt:

- o Indeed au.indeed.com
- o Seek www.seek.com.au
- o CareerOne www.careerone.com.au
- o Australian Government Jobs www.apsjobs.gov.au/s/
- o I Work for SA iworkfor.sa.gov.au
- o EthicalJobs.com.au www.ethicaljobs.com.au
- o CareerHub www.careerhub.adelaide.edu.au
- o InsideSherpa www.insidesherpa.com
- o LinkedIn www.linkedin.com
- o College of Law Jobs jobs.collaw.com

Many of these websites also allow you to set email alerts for jobs with specific key terms, such as 'clerk', 'junior lawyer' or 'Adelaide'.



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.

Interstate Applications

Which State Should I Apply To?

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 time 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.



Understanding the Application

While it is by no means expected that you will be certain of your long-term career goals at university, developing an idea of the kind of career paths you find interesting will allow you to know what elective subjects, jobs, extra-curricular activities or other opportunities you should look into.

Do your research

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.

Writing a Resume

A resume, or *curriculum vitae* (CV), 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 resume 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 resume in the pages below.

Your resume should include:

- High School and University (including exchanges or study tours)
- Academic achievements
- Work and other 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 resume 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...'

Do not's

- Include head shots
- Forget to fill in your experience and achievements on the applications separately where required
- Worry about including referees if the application did not specifically request them
- Using writing that is too vague or verbose
- Include any spelling or grammatical errors

Writing a Cover Letter

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

- Introduction, including an outline of your background and studies
- Description of what you are interested in and what you are looking for in a career
- Explanation of why this particular job would be ideal for you
- Outline of what skills you can bring to the company and why you are suited for the 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 cover letter and CV on the pages 25 and 26!



Cover Letter Quick Tips

- Generally, cover letters should not be longer than a page
- Use your cover letter to explain three things:
 1. Why you want to work at the firm
 2. Why you want to practise law
 3. 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:

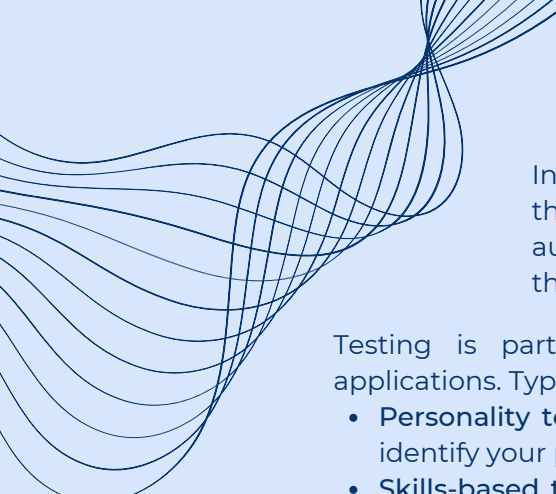
- Instead of saying, 'I have participated in numerous competitions such as Mergers and Acquisitions competition. This makes me a good fit for this law clerk role.' ... Try saying, 'My experience participating in the AULSS Mergers and Acquisitions competition solidified my interests in transactional law 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]



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 taken into account, 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.

Psychometric Testing

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. Ideally, you should have a range of examples from different activities which you can use.
- To break this down further, in order to prepare for the seemingly endless number of questions you may be asked, it is convenient to **categorise questions as follows:**

Behavioural questions

- These questions seek to understand how you will respond to stressful or complex situations in the workplace.
- The aim of these questions is to determine your emotional intelligence and ability to deal with complex circumstances, so it is important to explain why you would do a certain action in a particular situation or under certain circumstances. 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

- 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 (perhaps even a few examples of cases and associated questions which have interested you).

Interest-based questions

- These questions allow the interviewer to determine if you have an interest in practising law.
- Prepare by considering your ideal career and where doing a clerkship fits in. 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 where would you like to be in 5 – 10 years and why would you like to practise/work in law?

Personality-based questions

- 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).

Skills-based questions

- These questions look to explore into and learn more about your experiences and skills you have developed.
- They generally consist of asking you how you have gained a certain skill, or what you have learnt from a particular activity. Before the interview, make a list of situations you have faced which may be examples for such questions.

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 main 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 a formal interview (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.



Interviews

First Round Interviews

Standard interview tips are applicable:

- **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.

On the day, the most important thing will be to build a positive working relationship with your interviewers. It is vitally important that you relax as much as possible and show your personality. Do not be afraid of asking follow-up questions, using humour or engaging in casual conversation with your interviewers.

When responding to questions in interviews, keep the following 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.





Interviews

Second Round Interviews

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.

Quick Tip

If you have multiple rounds of interviews, it can be useful to write down the names of people you have met during the process (including your buddy, first round interviewers and anyone you have met during networking functions). You may be asked about them in future interactions with the firm.

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.

Sample Questions

Personality

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.

Consider your ideal career and where doing a commercial clerkship fits in. Questions which you may like to ask yourself include:

- Walk me through your resume/tell me about yourself.
- Where would you like to be in 5-10 years?
- Why would you like to work in law?
- What experiences have led you to the conclusion that commercial law is right for you?
- Consider what you do for fun.
- What you enjoy doing to relax?

Behavioural

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.

Demonstrate your emotional intelligence and ability to deal with complex circumstances. Common questions include:

- 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.

Technical

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

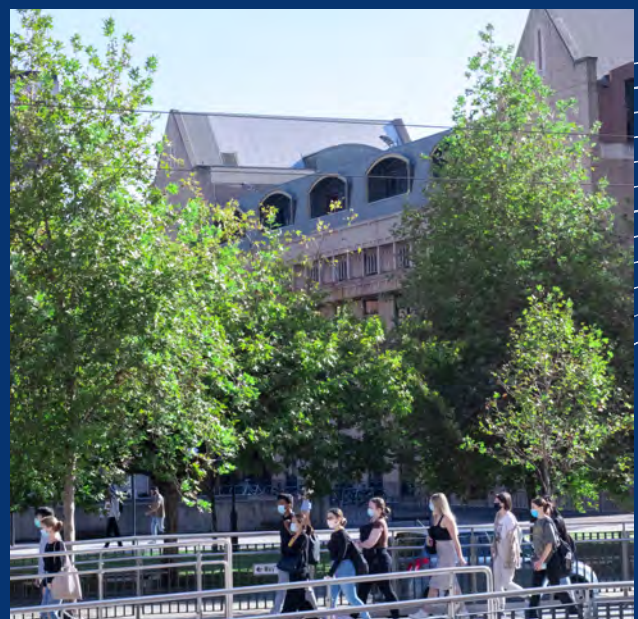
Be sure to have an understanding of:

- What a law clerk does.
- What work the particular firm does (both at a conceptual level and a few examples of matter they have worked on from news sites).
- Issues in the legal industry (it is often good to have knowledge of recent High Court decisions).
- A general area of law you are interested in, both at a conceptual level, and more specific

Have a few examples of cases and questions which have interested you.

Quick Tips

- The STAR (Situation, Task, Action and Result) is a brilliant way to structure your oral 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).



End of the Application Process

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 be 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.

Acceptance and Beyond



Other Opportunities

If you do not receive an offer to undertake a clerkship, it can be disheartening and disappointing, particularly considering the amount of effort put into the process. 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.
- Take an interest in the work that is going on beyond the tasks you have been allocated. Ask questions where appropriate. This will help you find out what you are interested in.
- Always communicate more rather than less.
- If you are confused, having trouble completing a task or have multiple competing priorities in a set time, let your supervisor know early and keep them updated 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 South Australia.
- 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.



Ruby Schutz

Day in the Life of a Law Clerk

From January to February 2022 I worked as a summer law clerk at Shine Lawyers ('Shine').

My practice area was abuse law, which largely involves work with clients who have been subjected to abuse in institutional settings. That is, schools, churches, detention centres and so on. Shine has about 40 offices across Australia and New Zealand. They practice in a variety of different areas and specialise particularly in class actions. That being said, the team I worked with was far smaller than it was in my previous clerkship. Shine only recently established their first South Australian office (in Adelaide). I am grateful to have been a part of the office's early days, as I was quickly welcomed and integrated into the team.

Throughout my entire clerkship, that team comprised just two solicitors, one ongoing law clerk (who has since become a solicitor), and one paralegal. My supervisor was Shine's solicitor for the ongoing test case of *Saadat v Commonwealth of Australia & Ors* ('Saadat'). Most of my time at Shine was spent assisting with the compilation of court documents for Saadat. At other times, I was sitting in on meetings with the matter's legal team and attending its court hearings. Meetings with a legal team generally, regardless of which case it was for, included the proofing of witnesses and interviews where a solicitor seeks further particulars about the extent of a client's injury.

For abuse law, that includes subject matter about the abuse itself and its effect on the client spanning years after it occurred. For that reason, I emphasise that this area of law can be distressing and requires both resilience and empathy. Notwithstanding, I had a wonderful, intellectually stimulating time at Shine and always felt like a part of the team.



Timothy Gan

Day in the Life of a Law Clerk

I was a Summer Clerk at MinterEllison for 8 weeks over the Summer (2021/2022). I was assigned to Dispute Resolution (DR) as my primary team, and to Workplace as my secondary team. Unlike other clerkship programs, clerks remain attached to our primary and secondary teams throughout the clerkship. We were also encouraged to reach out to different teams if we had interest and capacity to take on additional work. As a result, I also worked with lawyers from the Property and Corporate teams.

In the DR team there were two Partners, three Senior Associates, four Lawyers, one Paralegal and two Executive Assistants. One of the Senior Associates was assigned as my Supervisor, and one of the Graduate Lawyers as my Buddy.

Work was assigned by all members of the team from Partners down to the more junior Lawyers. Tasks in the DR team mainly involved (but were not limited to) legal research, writing research memorandums, compiling chronologies, reviewing documents for discovery, and referring to the Uniform Civil Rules to ensure compliance with court process and procedures.

One of the exciting things about the work at MinterEllison was that it often involved matters from different States and Territories. I really enjoyed seeing how different teams across Australia often tapped on each other's knowledge and expertise when needed. This is just one of the many things which distinguishes MinterEllison from other firms in Adelaide, that you will be working for clients and alongside people from across Australia.

Finally, I also had the opportunity to get involved in the pro bono work that the office does as part of the Homeless Legal outreach service facilitated by JusticeNet. Making a positive and lasting impact on the community is in line with the firm's values, and engaging in pro bono work is just one of the ways that lawyers at MinterEllison give back to the community.



Brock Nelson

Day in the Life of a Law Clerk

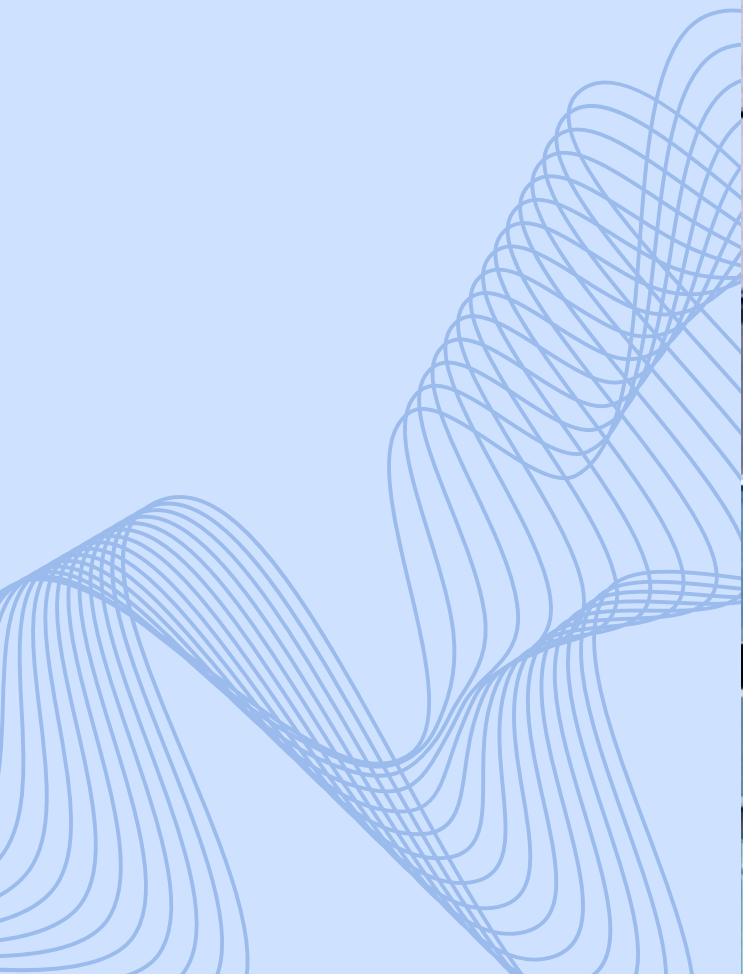
Having completed a clerkship over the summer in Sydney, my ordinary day in the life was somewhat unorthodox. I clerked at Allens Linklaters for 12 weeks, rotating through their Mergers, Acquisitions, and Capital Markets team ('MAC') as well as their 'Intellectual Property and Patents team ('IP').

In each team, I worked with a number of different partners and senior associates, whilst mentored personally and professionally by associates and solicitors. Particularly, I was assigned a performance coach (partner) and buddy (recent graduate) as a direct point of contact to ask questions, receive feedback, and increase client and matter exposure.

A typical workday, when not from home, started with a leisurely walk to the office through the Sydney CBD, a coffee or two with some fellow clerks, a capacity check-in with my buddy, and then...it was onto the work.

Over the course my MAC rotation, I was exposed to a range of transaction and regulatory advice matters. Every day was different, but as a clerk, I often found myself: drafting transaction documents; updating the ASX; preparing for scheme meetings; conducting commercial law and market research; or reviewing contracts. My IP rotation saw more exposure to litigious matters: conducting legal research; briefing counsel; preparing court documents; and attending hearings. However, the transactional side of IP also brought client meetings, advices, IP searches, and artistic site visits. But beyond the billables, the clerkship also provides an opportunity to involve yourself in pro bono matters (working with start-ups and charities) to give back and get more hands-on legal experience.

After 5pm, it was over to the interfirm clerk-sport, firm trivia, team drinks, or the coveted Christmas party — absolutely, the biggest highlight.



FIRM PROFILES

Pages 40 to 60

Reach out to Manreet Singh (National Manager, Early Careers) and Melissa Lim (Early Careers Consultant) via email at student.careers@allens.com.au

What are the firm's practice areas?

- Banking & Finance
- Competition, Consumer & Regulatory
- Corporate (Funds, Super & Wealth, M&A, Capital Markets and Technology, Media and Telecommunications)
- Disputes & Investigations (Commercial Disputes, Employment & Safety and Restructuring & Insolvency)
- Intellectual Property and Patent & Trademark Attorneys
- Projects & Development (Projects and Real Estate & Development)
- Tax

What are the values of this firm?

- Driven by excellence
- Eyes on the horizon
- In it together
- Courageous and creative
- Fostering greatness

What do you look for in an applicant?

We're proud that there isn't an 'Allens' type. We know that diverse perspectives help solve complex problems, strengthen teams and enrich client relationships.

While we celebrate our differences, it's important to understand what unites us. Initiative, excellence, commerciality, flexibility and commitment are all attributes that our people have in common. These help us to succeed as a team and individually.

Ultimately, we are looking for students who are driven and are ambitious, not only about the law, but have interests outside their university life and career. Our people are our greatest asset, and it's having diversity and different personalities that we believe sets us apart. If you can demonstrate your ability to balance priorities, and exhibit that you're a dedicated budding commercial lawyer, we would love to hear from you.

And finally, as cliched as it sounds, be yourself. We value authenticity. We want to work with clerks and graduates who value this too; we believe you're able to build better relationships if you are true to yourself.

Allens > < | Linklaters | 200

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

CLERKSHIP PROGRAM

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

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

GRADUATE PROGRAM

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

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

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

Melbourne and Sydney Offices

What are the firm's 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

What do we look for in an applicant?

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.

What does the application process for your firm involve?

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.

What are the key values of this firm?

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

Why ABL?

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.

Are there any special opportunities that clerks or graduate might have while working for your firm?

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

To find out more visit: abl.com.au/careers

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 love being challenged by the complexity of the work we do and the matters we work on. That being said, we work in such tight knit teams I always know that I am fully supported."

Craig Evans, 2021 Law Graduate



Key dates

Applications open:
Monday 4 July 2022

Applications close:
Sunday 14 August 2022

Interviews:
Late August/September 2022

Offer day:
Wednesday 19 October 2022



Key contact

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

What are the firm's practice areas?

- Competition
- Corporate Transactions
- Digital Economy
- Dispute Resolution
- Employment
- Energy & Resources
- Finance
- Global Loans
- Infrastructure
- Intellectual Property
- Project Finance
- Real Estate
- Restructuring & Special Situations Group (RSSG)
- Tax

What are the key values of this firm?

- We're passionate about quality
- We deliver through collaboration
- We think differently

Our strengths

We are renowned for helping our clients navigate through a complex and constantly evolving global landscape. With 26 offices across the world's leading financial and resource centres in Europe, Asia-Pacific, Middle East and the USA, we operate at the cutting edge of the financial, resources and infrastructure, corporate and new economy markets. We tackle diverse areas of law, including finance, M&A, disputes and competition. In each, we offer advice that is as commercially astute as it is technically accurate. As a firm, everything we do is characterised by a pursuit of insight, understanding and clarity. We share our client's ambitions and we cut to the heart of their issues with speed and clarity, whether we're working locally or globally.

How we work together

The different cultures, communities and countries within which we operate around the world are immensely varied. The way we actually interact with each other isn't. The simple fact is: people here like working with each other to develop our thinking and deliver our best work. In every office, you'll find different perspectives, backgrounds, cultures and personalities to learn from.

What do we look for in an applicant?

There's absolutely no Ashurst 'type'. We want to actively involve a broad range of minds with a broad range of backgrounds, all united by a common set of strengths.

There is no required past experience- but it is advantageous to have a diverse range of experiences that demonstrate the following competencies:

- Excellent academic record and a passion to develop a career in an international law firm
- Outstanding communication skills
- Analytical ability
- Motivation, determination and drive
- Commercial awareness
- Teamwork and interpersonal skills

Our clerkship program

The best way to understand what it feels like to work here is to actually work here! Every year, we hold clerkships in each of our offices to give you an intensive experience of our culture and the kind of work we do. You can expect to be involved in a wide variety of work and activities during your clerkship. Ranging from drafting, research for client advice, preparing file notes and case summaries to assisting with pro-bono matters and research projects. We work hard to make sure our clerkships are as useful and as stimulating as possible. Our clerkship program includes a range of activities and events designed for you to get to know us as a firm and find out if a career at Ashurst is what you are looking for. It includes a comprehensive induction program, events to understand each practice area and activities to ensure you build connections and relationships within the clerkship cohort and across the firm. At Ashurst we ensure you are adequately supported throughout the program with an allocated 'buddy', supervising partner and lawyer who will guide your experience, provide you with on-the-job training and support.

Our graduate program

As a graduate, your program kicks off with an induction and education series where you'll meet your peers in one location, giving you a chance to build your networks across the nation. Back in your home office, you'll benefit from local induction plus an in-house Practical Legal Training (PLT) course. It's tailored to our firm and so, as you might expect, some modules are chosen for you. We cover all the costs. Over the course of the 12-month graduate programme, you'll enjoy a mix of classroom & on-the-job experience. In collaboration with you, we plan three rotations of four months each and review that plan at regular intervals. Each rotation starts with a handover and training, complete with technical expertise, so you know exactly what to expect.

Get in contact!

For any clerkship or graduate enquiries, email graduate.programs@ashurst.com and reference the relevant contact person for your city:

- **Brisbane** - Bec Carty (HR Consultant, Graduate Programs)
- **Canberra** - Hannah Tulloch (HR Consultant)
- **Sydney** - Joanne Dean (HR Manager, National Graduate Programs)
- **Melbourne** - Michael Pua (HR Consultant, Graduate Programs)
- **Perth** - Hannah Asphar (HR Manager)

"Born Global" and "The Truly Global Law Firm" - I am sure many of you aspiring seasonal clerks have come across these descriptions in relation to Baker McKenzie on many occasions. Having been with the Firm for 5 years now, these really couldn't be a more perfect description of Baker McKenzie.

Cross-border work

Starting at Baker McKenzie as a graduate, I rotated through our IPTech, Construction and Corporate teams before settling in the Melbourne IPTech team. During my 5 years, I have worked on many different matters and projects, both big and small, across a range of industries, and I can honestly count the number of times such work did not involve an international client or coordination with our overseas offices on one hand!

Whether it be advising clients on a global product rollout, conducting a multi-jurisdictional regulatory scan or negotiating a technology outsourcing deal, working with our colleagues and clients from across the globe is an everyday experience at Baker McKenzie. As a result, the "world clock meeting planner" is a saved favourite on my taskbar, as working across time zones and coordinating input from multiple jurisdictions is all in a standard day's work.

For me, the most exciting and rewarding aspects of my cross-border work is that every day is completely different and I'm constantly learning and making new connections. You meet people with different cultural, linguistic and legal backgrounds, learn about the laws of many different countries and get introduced to your client's global strategy, technology offerings and different ways of working. This has kept things exciting and professionally satisfying.

A global outlook

It's not just the work that is global at Baker McKenzie - our lawyers are encouraged to venture out and engage with the world and the wider Baker McKenzie community right from the beginning, or in my case, before it all truly kicked off. Before commencing my graduate program with the Melbourne office, I was given the opportunity to complete a 4 week international clerkship with my current team in the London office.

This 4 week program lay the foundations for my career in London today. It allowed me to meet and network with a number of our clients and with Baker McKenzie lawyers of all levels from across the region. It also gave me a taster of the data privacy, cyber security and IT work that is now central to my practice. During this clerkship, I helped prepare advice and client training sessions on the incoming General Data Protection Regulation (GDPR) which at the time was a new and uncertain piece of law - little did I know that it would go on to shape privacy laws and practices worldwide and give me a terrific foundation for privacy advocacy work years later in the AP region. Yet perhaps the most memorable moments from this taster abroad, came from the team social events (including a Thames river cruise) and client breakfasts, through which I forged friendships and connections with colleagues who I now get to work with on a daily basis.

A culture that extends beyond any one office

From my time with the Firm, I've also noticed that whichever office you're located in, the Baker McKenzie culture of friendship is strong and one that transcends international borders. Nowhere is this more apparent than attending one of the regional training sessions or practice group retreats. Having been twice to Bangkok for regional training programs with the Firm, I can honestly say that every Baker McKenzie lawyer I've encountered is warm, friendly, fun-spirited and on average very good at karaoke!

Further, the care and personal support that our international colleagues have shown to each other recently during COVID and other global crises is truly remarkable. On a personal level, shifting across the world to a new office in the middle of a pandemic with everyone WFH was less than ideal, however, the kindness and support I was shown by my new London colleagues via remote channels made me feel instantly welcome and at home in my new office.

Is this something you are interested in?

Having worked with Baker McKenzie for the past 5 years, it is clear how integrated the Firm is and the enormous benefits that this offers to its clients and lawyers. The experiences that Baker McKenzie offers its lawyers are also unrivalled, and to date have been (and continue to be) fundamental to my personal and professional growth.

Baker McKenzie genuinely is the Firm that is "Born Global" with one of the great success factors underpinning the Firm being the diverse global experiences of almost everyone in the Firm. If you are interested in a legal career with global experiences, Baker McKenzie is the firm for you!

BORN GLOBAL

Baker McKenzie invented the global law firm - so we are different in the way we think, work and behave. Like no other law firm, we were 'born global'. We have followed clients into new markets, establishing offices driven by local lawyers and talent. And our growth has been organic, giving us a strong, common culture that runs through our Firm.

Our unique culture, developed over 70 years, enables our 13,000 people to understand local markets and navigate multiple jurisdictions, working together as trusted colleagues and friends to instil confidence in our clients. We also understand the challenges of the global economy because we have been a global law firm from the start.

Baker McKenzie has been thinking globally in Australia for more than 50 years. In 2014, we opened our Brisbane office making our Australian practice the fourth largest in our network of 76 offices with more than 80 Partners and 220 lawyers across Melbourne, Sydney and Brisbane. In Australia, we act for leading multinational and domestic companies on market leading local and global transactions.



Our clerkship program

Right from the start, our clerks get involved in real work. You will be exposed to our Australian and international clients through client meetings, shadowing, research and other everyday activities within your assigned practice group.

Our clerks work closely with other lawyers, are guided by a supervising partner and enjoy the extra support of an experienced associate "buddy". You will develop practical and legal skills through our national learning program and by attending workshops specifically designed for clerks, as well as Firm-wide sessions.

In Melbourne, we have three clerkship intakes, each for four weeks - late November to late December, February, and late June to late July. Clerks who accept a graduate role with Baker McKenzie are eligible to apply for an international clerkship, with the opportunity to work in one of our overseas offices in the year following their clerkship.

Our graduate program

Over the course of the program, graduates gain experience in different areas of law before they join a particular practice group as an associate. You will be supervised by a partner and have an associate "buddy" in each rotation to oversee your on-the-job and formal learning.

Develop globally

At Baker McKenzie, we have a deep commitment to development. Our dedicated Leadership & Learning team facilitates sessions in five key areas for our graduates - legal learning, managing your career, the business of law, business development & client service, and people & self-leadership.

We work hard to facilitate on-the-job learning and the many ways it happens too - through informal mentoring relationships, client secondments, involving graduates in global teams working on international deals and in providing them with the opportunity to manage their own files for our award-winning Pro Bono Program.

We also bring graduates from our Melbourne, Sydney and Brisbane offices together to help our people foster networks across the Firm, and we support professional development by covering the costs of Practical Legal Training and your admission.

Our key areas of practice

- Banking & Finance
- Commercial Real Estate
- Construction
- Corporate (including Mergers & Acquisitions, Capital Markets and Private Equity)
- Dispute Resolution
- Employment and Industrial Relations
- Energy, Resources, Infrastructure and Corporate
- IPTech

Our regional practice group structure means many of our lawyers attend regional training in our Asia Pacific offices. Once graduates complete their graduate program, they will attend a regional orientation program with other mid-level associates from the Asia Pacific region. The Firm also offers opportunities for lawyers at varying stages of their careers to work directly for clients or with our other offices globally.

What does the Firm look for?

Baker McKenzie looks for people who genuinely want to work with us and who understand Baker McKenzie's unique offering and position in the market. We look for well-rounded, motivated individuals who have a performance mindset and strive to be the best in whatever they do; who are intellectually curious and have sound academics; who display business acumen and are practical in their approach; who have a global mindset and who are passionately committed to service excellence. We look for people who enjoy a challenge and seek new opportunities; who constantly look for ways to achieve better results while learning and growing; who take proactive ownership and responsibility for their careers. We look for people who act with integrity, honesty and candor in their dealings, decisions and actions; who express themselves confidently while staying open to new ideas; who seek a friendly, inclusive and diverse culture; and who take seriously our role in making a difference to our local and global communities.

Thrive in a culture of inclusion

Quality and excellence together with integrity, honesty, candor, teamwork and responsiveness are some of Baker McKenzie's key values - and are central in us delivering outstanding service to our clients. The values that make us a unique and great place to work are deeply embedded - you will notice our difference in all of your interactions with us, in Australia and globally.

- We are passionately global, and leverage our global expertise for our Australian and global clients at every opportunity, recognising our strength is in our diversity.
- We are a truly multi-cultural firm united by a genuine and robust culture of friendship, inclusion and collaboration.

- We are commercial pragmatists who make complex issues simple for our clients - and we are passionately committed to service excellence.
- We strive to stay ahead of the curve, we bring entrepreneurial energy to our work, we embrace innovative change - and our curiosity continues to push new boundaries and challenge existing norms.
- We actively encourage and support engaging with our community, through our pro bono and community service programs.
- We want everyone at Baker McKenzie to reach their potential so we invest in global and local development and mobility programs for our people

Our award-winning diversity strategy, initiatives and programs are focused in five areas:

BakerWomen - gender equality and supporting the progression of women

BakerDNA - ethnic, indigenous and cult

BakerWellbeing - commitment to mental health and wellbeing, workplace flexibility and supporting parents/carers

BakerPride - lesbian, gay, bisexual, transgender and intersex diversity

BakerIndigenousEngagement - commitment to engagement with our Aboriginal and Torres Strait Islander community and to making a real difference in the lives of our nation's First Peoples.

How to apply

Applications for clerkships can be submitted via www.bakermckenzie.com/careers/Australia.

Applications should include a cover letter, as well as details of your work experience, your extra-curricular activities and interests, and your academic results. Applications for clerkships open at 9.00am on 4 July 2022 and close at 11.59pm on 14 August 2022.

Natalie Mascarenhas
Senior Consultant - Graduate Resourcing
+61 3 9617 4349
natalie.mascarenhas@bakermckenzie.com

www.bakermckenzie.com/careers/Australia

Baker & McKenzie, an Australian Partnership, is a member firm of Baker & McKenzie International.

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.

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

Contact for clerkship
or graduate enquiries:

<https://www.corrs.com.au/graduates-and-clerks/key-dates>

What are the values of this firm?

At Corrs, our culture is defined by excellence, collaboration, commitment and respect. Our lawyers work together across practice groups to deliver exceptional results and support you in building your future, wherever you want to take it.

What are the firm's practice areas?

Nationally we have practice groups which specialise across Arbitration; Banking & Finance; Class Actions; Commercial Litigation; Competition; Corporate; Employment & Labour; Environment & Planning; Financial Sponsors; Intellectual Property; Projects; Property & Real Estate; Restructuring, Insolvency & Special Situations; Tax; Technology, Media & Telecommunications; and Responsible Business and ESG.

What do you look for in an applicant?

We look for clerks and graduates who can make a positive contribution to the firm and help us in delivering legal excellence and outstanding client service. In exchange for your energy and commitment we'll provide extraordinary learning and work opportunities.

What opportunities are available within this firm?

Clerkships at Corrs:

The majority of our graduates join us after experiencing a seasonal clerkship program. Our clerkships give you the opportunity to connect with partners and lawyers across the firm, learn what a 'day-in-the-life' at Corrs is like, and experience the type of work we do and the clients we partner with.

Lawyer Development Program:

The Lawyer Development Program is designed for graduates in the formative stage of their career. It aims to build the capabilities and relationships that will drive career progression and underpin future successes, as rapidly as possible.

International opportunities:

Through long-term relationships with leading law firms and institutions globally, we offer a wide range of outstanding international opportunities – including secondments and scholarships.

Be exceptional.



At Corrs, we bring together engaging,
curious, ambitious individuals to
create top performing teams.

[corrs.com.au/graduates](https://www.corrs.com.au/graduates)

CORRS
CHAMBERS
WESTGARTH

COWELL CLARKE

For further information, please visit our
Careers section on our new website
<https://www.cowellclarke.com.au/>

or contact Pina Zito, HR Advisor
pzito@cowellclarke.com.au
08 8228 1102

Adelaide, Sydney and Melbourne

What are the firm's practice areas?

Cowell Clarke has expertise in a range of services and sectors working for clients across Australia and internationally.

SECTORS:

- Aged Care
- Agribusiness
- Building Construction & Infrastructure
- Defence & Space
- Education Energy & Resources
- Financial Services
- Franchising
- Health & Life Sciences
- Hospitality and Liquor Licensing
- International Trade
- Not for Profits
- Private Clients
- Property & Real Estate
- Retail & Manufacturing
- Startups
- Technology

SERVICES:

- Banking & Finance
- Commercial Transactions
- Competition & Consumer Law Corporate
- Debt Recovery
- Dispute Resolution
- Employment & Workplace Relations
- Environment Planning & Sustainability
- ESG
- Equity Capital Markets
- Estate Administration
- Insolvency & Turnaround
- Intellectual Property & Information Technology
- PPSA
- Privacy & Data
- Superannuation
- Tax & Revenue
- Third Party Family Disputes

What are the firm's values?

OPPORTUNITY:

- Our environment is one where race, gender or beliefs are not relevant to how we treat each other
- Respect is given and received
- We are self-aware of our strengths and weaknesses
- We are transparent, open and honest

POTENTIAL:

- We are ready and forward thinking
- We are proactive and adaptive
- We are open to change and predisposed to action
- We strive for excellence and are always learning

EFFECTIVE:

- We meet and exceed expectations
- We measurably get things done and add value
- We move our business forward
- We show ownership of our functions, duties and performances

NOTEWORTHY:

- Everyone is outstanding at something
- We love to inspire and be inspired
- We strive to be interesting and remarkable
- Although we are good at what we do, we are always humble about our talents and abilities

What do we look for in an applicant?

We seek applications from students who are academically excellent. We also place great importance on life experience and extra-curricular activities.

www.cowellclarke.com.au



Cowell Clarke offers PLT and Tax Academy placements throughout the year.

Our PLT placement program enables our clerks to experience a broad range of practice areas with rotations through various teams. We also offer dedicated clerkships in our Tax Academy for law students who have a demonstrated interest in tax law.

As a clerk, you will have regular contact with our directors and senior lawyers and be engaged in legal work on actual client matters. You will also have access to our professional development and continual education opportunities. In addition to our legal work, Cowell Clarke takes its social responsibility seriously and we provide multiple ways for staff to support a range of charities and community organisations.

"I have thoroughly enjoyed my time as a law clerk at Cowell Clarke. Working in a firm which has well-known and respected lawyers, and which is also in tune with the upcoming needs of the legal industry attracts fun and challenging work. Combine this with a flexible and accommodating working culture, I cannot wait to see what my future as a lawyer at Cowell Clarke holds!"

Hannah Guest - Law Clerk (2022)

Applications

To apply please send your application by email to Ms Pina Zito at careers@cowellclarke.com.au.

You should include a cover letter, curriculum vitae, and an academic transcript (preferably in one PDF). If applying for a PLT placement please also indicate your GDLP provider, length of placement sought, and preferred timing.

www.cowellclarke.com.au/careers



JOHNSON WINTER & SLATTERY

Let's chat

Wilma Lewis
*Senior People &
Development Consultant*

wilma.lewis@jws.com.au
02 8247 9630

Accelerate your career

Our flexible team structure means you will not be held back. Our lawyers take on the work that reflects their ability, not their job title. You'll also benefit from your own structured and bespoke professional development program. There are no barriers to your success with us.

Go your own way

Our business model is different to other firms. We want our lawyers to focus on the quality of their legal work and client experience. That means you won't be under pressure to meet billing targets. You will compete with your adversaries, not your peers.

It's a vibe thing

What truly sets us apart is our people. We pride ourselves on being down to earth, approachable, but always high performing. Our ethos is: "we're in it together" and it's what we live by.

No. 1 for Australian Clients

We were named Best Law & Related Services Firm (\$50-\$200m revenue) in 2021 Beaton Benchmarks research – the industry's only awards based on nothing but client feedback.

In fact, we ranked #1 for Overall client service against all firms with a revenue over \$50m.

Opportunities

Join us as a clerk for a realistic snapshot of what your future with us would look like. From day one, you will work on high profile, complex matters, learning from some of Australia's best legal minds. You can then apply for our graduate program.

About you

We are looking for people who are determined to get the best outcomes for our clients and value collaboration over personal gain.

www.jws.com.au/en/firm/careers



JOHNSON
WINTER &
SLATTERY



Your career. Your choice.

Johnson Winter & Slattery was started by three lawyers who wanted to do things differently. We've grown rapidly to become one of Australia's leading independent firms and now have offices in Adelaide, Brisbane, Melbourne, Sydney and Perth.

Working with us will give you all the benefits that come with working for a large corporate law firm and much more. We will put you at the forefront of Australian commerce, working with our clients on their most complex and business critical legal work – it's what we do best.

PRACTICE AREAS

- Competition & antitrust
- Dispute resolution
- Funds management
- Projects & construction
- Corporate Employment
- Intellectual property & IT
- Regulatory
- Corporate governance
- Energy & resources
- Media
- Restructuring & insolvency
- Debt finance
- Foreign investment
- Private equity
- Tax

HERBERT SMITH FREEHILLS

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.

ABOUT US

With over 26 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.

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 2022/23 programs open: 4 July 2022

Applications for all 2022/23 programs close: 14 August 2022

Offers made: 19 October 2022

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.






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ELEVATE
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EXPERIENCE

CAREERS IN COMMERCIAL LAW

careers.herbertsmithfreehills.com/au/grads

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If you have questions about the LK Clerkship Program, please contact **Lorraine Wohling**, lwohling@lk.law or 08 8239 4600

LK is an international law firm with a focus on complex commercial and financial disputes.

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

We concentrate on:

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

Achieving consistently outstanding results for our clients requires a team of outstanding people at all levels.

Individuals who possess the following qualities excel at LK:

- Academic Accomplishment
- Analytical
- Curiosity and Resourcefulness
- Energy and Discipline
- Adaptability
- Collaboration and Team Work

LK offers a Clerkship Program of four weeks with successful clerks staying with us as on-going Clerks whilst they complete their degrees, with many of those Clerks joining the firm as graduates.



LK Clerkship Applications – 2022/2023

LK Law is an international law firm with a focus on complex commercial and financial disputes.

Established in 2004, LK has a strong record of delivering outstanding outcomes for our clients in significant disputes.

We have offices in Australia and London and assist clients to resolve strategically important disputes across multiple jurisdictions and industries.

As a clerk you will join our team of highly experienced dispute resolution specialists who are renowned strategists and creative problem solvers. Our lawyers are known for their tenacity, commitment and commerciality, as well as their enduring passion for the legal profession.

In each Program up to 20 clerkship placements are offered for students in their penultimate or final

year of studies. Each placement is for four weeks in duration and offered in the summer and winter university holidays.

If you have questions about the LK Clerkship Program, please contact Lorraine Wohling – lwohling@lk.law.

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.



Applications for LK's 2022/2023 Clerkship Program close at midnight on Tuesday, 19 April 2022 and should be emailed to clerkships@lk.law.

**DISPUTE RESOLUTION
SPECIALISTS**

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DISCOVER

EXCEL

ASPIRE

Your future. Your choice. Choose to make an impact.

At MinterEllison, we provide our clerks and graduates with exceptional training, development and experiences.

Learn by working on real challenges

Right from the start you'll work on real client engagements, preparing you for any challenge. Discover new areas of practice, and learn the technical knowledge and tools you need to achieve your career ambitions.

Discover industry and market insights

Our industry programs span across all of our practice groups, ensuring collaboration amongst our teams that creates real impact for our clients:



Health & ageing



Financial services



Real Estate



Infrastructure



Education



Energy & Resources



Government

Bring your whole self to work

We want our people to be exactly who they are at work by fostering an inclusive workplace. We want you to excel as a future lawyer. It's all in your hands now.

Make an impact

You'll have the chance to work with our Pro Bono and Community Investment program and market-leading social enterprise practice:

Pro bono



63K+ hrs

of pro bono services

RAP impact

4,800+ pro bono hours supporting Aboriginal and Torres Strait Islander organisations

Social impact

over 100 new social enterprise and Indigenous business clients engaged and supported

For information and to apply visit graduates.minterellison.com

MinterEllison Virtual Internship

Want to experience a true-to-life day of a MinterEllison lawyer? Our interactive virtual internship offers you an insight into the commercial work we undertake here at MinterEllison. Curious?



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.



**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 127 partners across Sydney, Melbourne, Brisbane, Perth and Adelaide, 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 2022/2023 Adelaide Summer Clerkships open on 6 June 2022 through our website.

[tglaw.com.au](https://www.tglaw.com.au)

 Thomson Geer

 @ThomsonGeer

THOMSON GEER
LAWYERS

OTHER FIRMS

Addisons Lawyers	Commercial	Sydney
Allen & Overy	Full-Service Commercial	Sydney, Perth, International
Andersons Solicitors	Family, Personal Injury, Civil	Adelaide, Regional SA
Bird & Bird	Commercial	Sydney, International
Brown Wright Stein	Commercial	Sydney
CCK Lawyers	Commercial	Adelaide
Clelands Lawyers	Family, Commercial	Adelaide, Regional SA
Clifford Chance	Full-Service Commercial	Sydney, Perth, International
Clyde and Co	Full-Service Commercial	Sydney, Melbourne, Brisbane, Perth, International
Colin Biggers & Paisley	Commercial	Sydney, Melbourne, Brisbane
Commercial & Legal	Commercial	Adelaide
Cornwalls	Commercial	Sydney; Melbourne; Brisbane
Cowell Clarke	Commercial	Adelaide; Sydney
Dentons	Full-Service Commercial	Adelaide, Sydney, Melbourne, Brisbane, Perth International
DLA Piper	Full-Service Commercial	Sydney, Melbourne, Brisbane, Perth, International
DMAW Lawyers	Commercial	Adelaide
Duncan Basheer Hannon	Commercial, Personal Injury, Family	Adelaide
DW Fox Tucker	Commercial	Adelaide
Finlaysons Lawyers	Commercial	Adelaide, Darwin
Gadens	Commercial	Adelaide, Sydney, Melbourne, Brisbane, Perth
Georgiadis Lawyers	Commercial, Family	Various Adelaide Offices, Regional SA
Gilbert + Tobin	Full-Service Commercial	Sydney, Melbourne, Perth
Hume Taylor & Co	Criminal, Family	Adelaide
HWL Ebsworth	Full-Service Commercial	Adelaide, Sydney, Melbourne, Canberra, Brisbane, Perth, Hobart, Darwin, Regional NSW
Johnston Withers	Family, Commercial	Adelaide, Regional SA
Johnson Winter & Slattery	Commercial	Adelaide, Sydney, Melbourne, Perth
Jones Day	Full-Service Commercial	Sydney, Melbourne, Brisbane, Perth, International
Kain Lawyers	Commercial	Adelaide, Sydney
King & Wood Mallesons	Full-Service Commercial	Sydney, Melbourne, Brisbane, Perth, Canberra, International
Laity Morrow	Commercial	Adelaide
Lander & Rogers	Commercial, Family	Sydney, Melbourne, Brisbane
Linklaters	Full-Service Commercial	International
Lynch Meyer	Commercial	Adelaide
Maddocks	Commercial	Sydney, Melbourne, Canberra
Maurice Blackburn Lawyers	Commercial, Class Actions	Adelaide, Sydney, Melbourne, Brisbane, Perth, Canberra, Darwin, Regional Australia
Mellor Olsson	Commercial	Adelaide, Regional SA
Mills Oakley	Commercial	Melbourne, Sydney, Brisbane, Perth, Canberra
Norman Waterhouse	Commercial	Adelaide
O'Loughlins	Commercial	Adelaide
Piper Alderman	Commercial	Adelaide, Brisbane, Melbourne, Perth, Sydney
Seyfarth Shaw	Full-Service Commercial	Sydney, Melbourne, International
Shine Lawyers	Commercial, Class Actions	Sydney, Melbourne, Brisbane, Perth, Regional Australia
Slater and Gordon	Personal Injury, Commercial	Sydney, Melbourne, Brisbane, Perth, Canberra, Darwin Regional Australia
Sparke Helmore	Full-Service Commercial	Adelaide; Sydney, Melbourne, Brisbane, Perth, Canberra, Darwin Regional Australia
Squire Patton Boggs	Full-Service Commercial	Sydney, Perth, Darwin, International
Sullivan and Cromwell	Full-Service Commercial	Sydney, Melbourne, International
Tindall Gask Bentley	Personal Injury, Family, Criminal	Adelaide, Perth, Darwin
Wallmans Lawyers	Commercial	Adelaide
Wotton + Kearney	Commercial	Sydney, Melbourne, Brisbane, Perth, New Zealand

UNIFORM CLERKSHIP SCHEME 2022

Key Dates

SOUTH AUSTRALIA

Applications Open: Monday 4 July 9am

Applications Close: Friday 29 July 5pm

Interviews Commence: Monday 8 August

Offers Made: Monday 5 September 9am

Offer Acceptance Deadline: Wednesday 7 September 5pm (ACST)

AUSTRALIAN CAPITAL TERRITORY

Applications open: Monday 6 June

Applications Close: Sunday 3 July

Offers Made: Wednesday 14 September

Offer Acceptance Deadline: Thursday 15 September

NEW SOUTH WALES

Applications open: Monday 6 June

Applications Close: Sunday 3 July or Sunday 10 July

Offers Made: Wednesday 14 September

Offer Acceptance Deadline: Thursday 15 September 5pm (AEST)

QUEENSLAND

Applications open: Monday 18 July

Applications Close: Friday 12 August

Offers Made: Wednesday 12 October

Offer Acceptance Deadline: Thursday 13 October 5pm (AEST)

VICTORIA

Applications open: Monday 4 July

Applications close: Sunday 14 August

Offers Made: Wednesday 19 October

Offer Acceptance Deadline: Wednesday 19 October

WESTERN AUSTRALIA

Applications open: Monday 27 June

Applications close: Sunday 31 July

Offers Made: Friday 16 September

Offer Acceptance Deadline: 16 September

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

“MANY CLAIM FLEXIBILITY. THE COLLEGE OF LAW DELIVERS ON IT.”

Kerala

PLT Graduate



Just like the last metres of a marathon, Practical Legal Training is the final run you need to become a practising lawyer.

You know - the court-appearing, contract-preparing, law-talking kind.

And in the final stretch, you need practical and flexible expertise.

That's where we come in.

YOUR PLT AT A GLANCE

8 INTAKES IN SA

start when you're ready

100% ONLINE OR BLENDED

learn where you want

15 OR 30 WEEKS

full and part-time study options

DAY OR NIGHT

Choose the time of day that suits you best

15 OR 75 DAYS

work experience options to match your life commitments



Learn more at collaw.edu.au/PLT

LEO CUSSEN

Contact Information:

Phone: 1300 039 031

Website: www.leocussen.edu.au

Leo Cussen Centre for Law is Australia's most experienced Practical Legal Training provider. We've been shaping future lawyers for fifty years. Leo Cussen's PLT course helps get you ready to begin your career in the legal industry.

The Leo Cussen PLT course is centred around hands-on practical experience. Our PLT simulates a law firm environment by getting students to run their own client cases from start to end, just like a first-year lawyer. Students are allocated to small groups, with continuous feedback and support from experienced lawyer mentors.

At Leo Cussen, you can choose the learning style that best suits you: full-time or part-time; online or face-to-face. Our course delivery has been adapted to accommodate your unique needs. You can choose between face-to-face, 100% online and blended options.

You are equipped to face practice head-on, and will be job-ready with the confidence of having completed rigorous training in a simulated practice environment.

How do graduates enrol?

Enrolment is easy! It takes 10 minutes to complete online:
www.leocussen.edu.au/enrol

What work experiences are students able to choose from?

All Leo Cussen students are required to complete 15 - 20 days of work experience as part of the PLT, and can do so in any legal environment. Part of that can be completed with previous credit. All Leo Cussen students also have access to tailored one-on-one placement support from our Placement & Careers Advisor.

Do you provide full-time and part-time options?

Our PLT is offered both full-time and part-time. If you are unsure which delivery mode is suitable for you, contact us – we are happy to help!

Where are students able to find more information?

Read our guide to PLT:
<https://www.leocussen.edu.au/practical-legal-training/guide/>

OR, book a time to chat with us about any questions: www.leocussen.edu.au/chat



Get *moving*
with **PLT**
at *Leo Cussen.*

Flexible course options - Our course, your way.

Be Inspired
Be Mentored

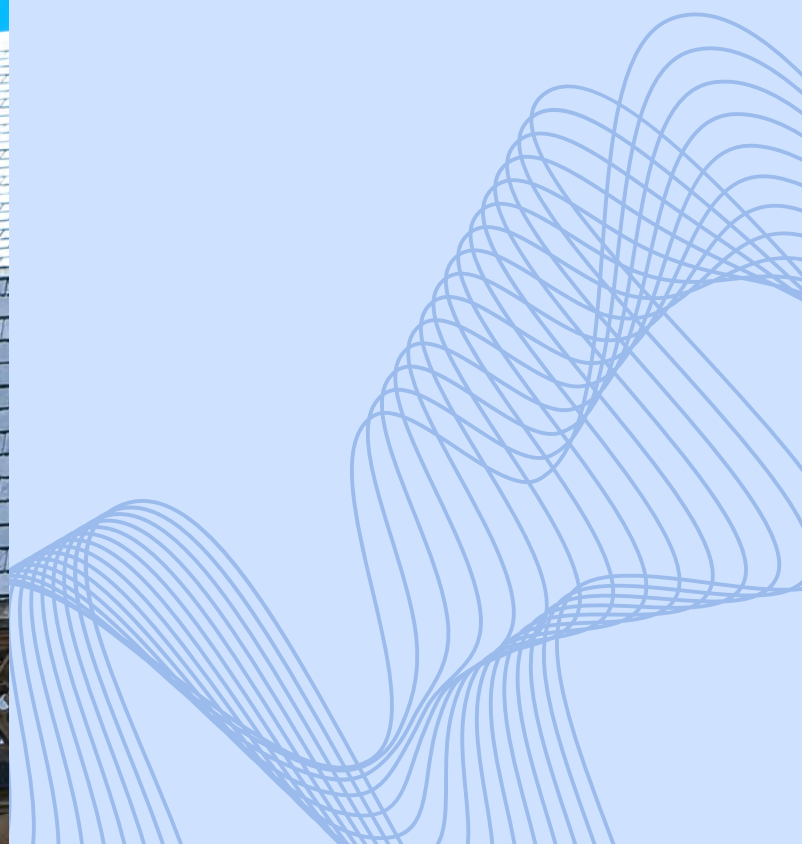
Run your own cases in simulated practice and be coached by skilled and supportive lawyer mentors.

Join our extensive legal network and be part of our community.

Be Ready with a Graduate Diploma in Legal Practice at Leo Cussen.

www.leocussen.edu.au/PLT

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Cussen**
CENTRE FOR LAW



PRACTISING LAW REGIONALLY AND ABROAD

Pages 66 to 69

Practising Law in Regional Australia

Matt Dorman, Partner at Mellor Olsson Lawyers was kind enough to share his experience whilst working rurally.

What is your experience working rurally?

I have been with Mellor Olsson for over 10 years. As a Partner in the firm, I'm responsible for the management of our regional offices in Port Lincoln and Clare. This involves the development of the strategy, management and mentoring of staff and networking with our regional clients. I have the flexibility of performing a lot of this from the Adelaide office, however I am regularly on the ground in our country offices.



Matt Dorman

What kinds of opportunities are there for law students to work in regional areas?

In my view there are significant opportunities for law students in the regional areas. Working in a regional office is a great way for young lawyers to gain experience in many different legal areas whereas they can often be pigeonholed when working in city firms. We are always on the lookout for attracting good talent to the regional offices. We are noticing that the lifestyle bonuses that come with living in the country, such as reduced cost of living, shorter commute to and from work and better work life balance are becoming valued and appealing to good talent.

What does day-to-day work at your firm look like?

The main contrast between regional and city offices' daily operations is there is more opportunity to have face to face contact with the clients in the country. For me this is the best part, as it assists in developing greater relationships with the client, and in my opinion is a greater level of service. I have noticed a contrast in the city office that client contact is more often on the telephone and through emails.

What would you recommend to students studying law who want to work in regional areas?

Remaining open minded about which regional area you would work in is worthwhile. Working in regional areas exposes you to a diverse range of career experiences and business ideas. Starting with a larger firm that has multiple locations can also provide the ability to move around and broaden your skill set. The legal experience that a regional law firm can offer can ultimately result in an accelerated and stable career path.

Practising Law Internationally

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/

FUN FACT

9 of the 10 provinces in Canada are common law jurisdictions, whilst the Province of Quebec is a civil law jurisdiction.

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/

FUN FACT

Singapore's corporate tax rates do not exceed 17-18%, with personal tax rates capped at 22%

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.

FUN FACT

The California bar exam is generally recognised as the hardest to pass.

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.

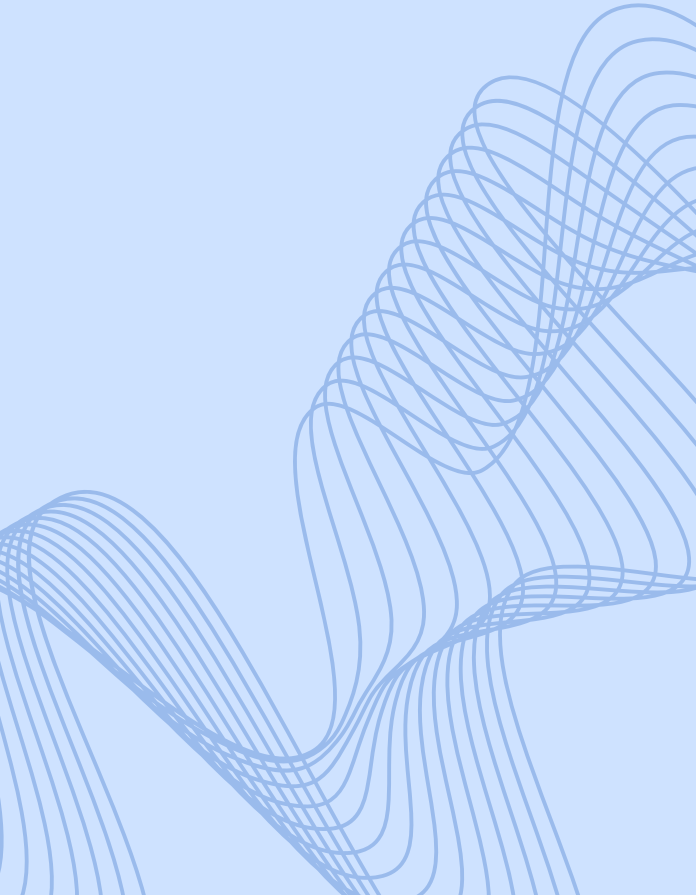
Barristers apply to the Bar Standards Board to be assessed by the Qualifications Committee.

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.

FUN FACT

It's illegal to enter the House of Parliament wearing a suit of armour.



LEGAL CAREER PATHWAYS

Pages 71 to 79

ASSOCIATESHIPS

Key Takeaways

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



Azaara Perakath

An associateship is usually a yearlong 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', to which they will then be assigned a Judge to which their Associateship will be undergone with. This differs to applications to the Supreme Court, where individual applications need be made to each Judge for which the candidate is applying for. These applications typically need to be lodged 12 months in advance, so, do not be disheartened if you do not hear back for a while!

To learn more about associateships the AULSS caught up with Azaara Perakath, Solicitor at the Office of the Director of Public Prosecutions, and Associate to the Honourable Justice Blue in the Supreme Court of South Australia in 2019-2020.

What tasks do you undertake as an associate?

Being an associate involves a combination of three key functions: administrative assistant, researcher/editor, and in-court support for your Judge. It is your role to correspond with parties and counsel on behalf of your chambers and to keep track of, and prepare for, upcoming hearings, meetings and judgments to be delivered. In terms of research and editorial assistance, the judgment writing, and proofing process is where most of this occurs, but your Judge may also ask you to research a specific point of procedure or substantive law before a hearing or during trial. Finally, in-court support involves everything from calling on matters and ensuring that any documents or authorities your Judge may require are readily available in court to managing trial exhibits, playing video evidence and taking jury verdicts.

What are the most challenging and exciting aspects of being an associate?

It can be quite daunting knowing that you will be working alongside, and relied upon by, your Judge. The challenging aspects of the role include your level of responsibility and trying to discern the personal preferences of your Judge. For example, some Judges may ask their associates to prepare a memo providing context to a matter, whereas others prefer an oral summary. Each Judge has his or her bench set up differently, and each has their own particular style preferences. As such, much of the role involves pre-empting your Judge's needs and the ability to adapt to unforeseen circumstances, both in and out of court. However, it is very rewarding to see how the courts operate 'from the inside'. The opportunity to observe leading barristers and solicitors on a daily basis, and to work so closely with some of the most eminent minds in the profession, is unparalleled.

How and when would you recommend that interested students apply for an associate position?

This is very much dependent on the jurisdiction to which you are applying. If you are interested in an associateship at the Supreme Court of South Australia, the timing of vacancies varies significantly from chambers to chambers. However, you can always email or phone the chambers of the judge(s) you may be interested in and inquire as to when the next position is likely to become available. Similar advice applies for applicants interested in applying to a Judge of the Federal Court. The District and Magistrates Courts take a slightly different approach and have a 'pooled applicant' process rather than accepting individual applications for specific Judges. If you are looking at applying interstate or to the High Court, applications generally open more than a year or two in advance, so you need to be thinking ahead. Once again, it is important to do your research ahead of time. Typically for any associateship applications, you will be required to send in a cover letter, along with a copy of your CV and academic transcript. If undertaking an associateship is something that you are considering, I cannot recommend the experience highly enough. Good luck!

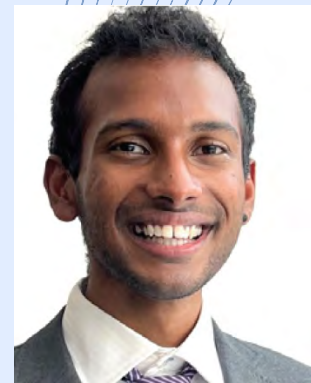
Be sure to keep your eyes out for our Associateships Seminar coming up in Semester 2!

CROWN SOLICITOR AND 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.

To learn more about working in government advisory, the AULSS Caught up with Lesley Jayasuriya, Appeals Clerk at the Crown Solicitor's Office.



Lesley Jayasuriya

What does an average day in your job look like?

Working as a clerk or paralegal in the Crown Solicitor's Office involves a great blend of research and procedural work on the complex issues faced by government agencies. As part of my role, I am typically requesting documents from the court and SAPOL, drafting affidavits, filing documents at the Registry and researching grounds of appeal in criminal issues. However, one of the best parts of working at the CSO is that I have been able to work on matters that fall outside of my role such as tax and environmental prosecutions, and reviewing decisions of the Parole Board.

How did you get your current position?

In all honesty, there was a lot of luck involved. I had some administrative experience working in government and applied for the summer clerkship program at the CSO. It just so happened that a vacancy had opened up in the specific team that I had expressed an interest in.

What would you recommend to students interested in working in the CSO?

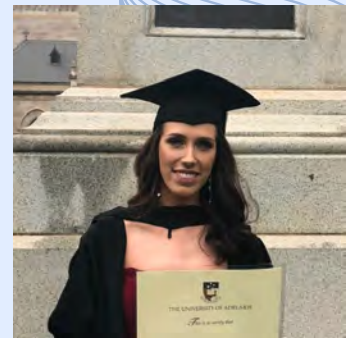
Although my opinion is slightly biased, I really do believe the CSO is the best environment to start your legal career in because of the constant support and mentorship you get from both seniors and juniors in the office. You will get the opportunity to work on a wide variety of challenging issues and I cannot recommend it more to anyone with an interest in the public sector. The best way to get a feel for working at the CSO is to definitely apply for the summer clerkship and/or PLT programs. In your application and interview, I would definitely recommend discussing not only your achievements but your areas of interest as well and tie them into the work of a particular section or team in the CSO. The expectations of a government lawyer are quite different to those of a private lawyer so I would recommend familiarising yourself with the precise differences and demonstrating your knowledge of this as well.

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

To learn more about working in government advisory, the AULSS Caught up with Charlotte Valencic, a graduate in the Australian Public Service (APS).



Charlotte Valencic

How did you get to your current position?

As with most Government Graduate Programs, I went through quite a lengthy application process. I first applied online, then progressed to psychometric testing, a video interview, and then attended an in-person assessment centre run by the Department in Adelaide. Prior to my current position I clerked at a law firm in Adelaide for about 18 months and I had also done the South Australian Parliamentary Internship as a part of my International Studies Degree. These were the most relevant past experiences that helped me gain my current position.

What does an average day in your role look like?

I am currently based in Corporate Governance and am working on rewriting a Department's Legislative Compliance Framework. My day-to-day job involves a lot of meetings with internal and external stakeholders, so I get to interact with different areas across the Department I work for as well as with other Government Departments. The Graduate Program I am undertaking includes a second rotation, so I am currently deciding between working in the Legal Division or in a policy-focused area. The Legal Division practises across a wide range of areas of law such as commercial, litigation privacy, employment, and freedom of information. The APS is extremely flexible and has a wide range of opportunities which means you can hop in and out of legal roles. This is perfect for students who are unsure of which area they want to practise in, or if they want to practise at all.

What would you recommend for students interested in working in the APS?

APS Graduate Programs are extremely competitive with thousands of applicants across Australia every year, so my advice would be to apply for all the programs that interest you instead of limiting yourself to just your top pick. You can always transfer laterally to another Department once you have completed the Graduate Program.

GOVERNMENT AGENCIES

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/

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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.

GOVERNMENT AGENCIES

CONTINUED.

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/.

Crown Solicitor's Office (CSO)

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

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.

Director of Public Prosecutions - SA (DPP)

The DPP is a statutory office which initiates and conducts criminal prosecutions in the Magistrates, District and Supreme Courts of South Australia. The DPP has an undergraduate Clerkship, an annual Graduate intake and Practical Legal Training placements available in South Australia. For more information, visit the DPP's website at: www.dpp.sa.gov.au/about-us/careers-and-student-placement/.

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.

For information about availabilities at other government departments check out the following websites:

- Australian Government Jobs www.apsjobs.gov.au/s/
- I Work for SA iworkfor.sa.gov.au/
- Royal Bank of Australia www.rba.gov.au/careers/graduate-careers/

University Public Law Internships

The University provides several internship opportunities in public law for interested students which help to get your foot in the door. Interested students should check out the Clinical Legal Education Program and the Parliamentary Internship Programs.

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.

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 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.

WORKING AT THE BAR

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



Enzo Belperio

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

I'm a barrister at Bar Chambers. I work across broad areas, but mostly commercial and civil. I have a good mix between appearing myself, junioring senior counsel, and written work (for example, opinions and pleadings). After university I worked as an Associate for Justice Gray in the Supreme Court for two years, Lipman Karas for three years, and DMAW for four years. I was never 100% sure I would go to the bar but it was a possibility in the back of my mind. I was keen to get plenty of experience as a solicitor first and then see where things headed. Although I really enjoyed being a solicitor, eventually I realised being at the bar would allow me to spend more time on the work I enjoyed most – preparing for and appearing in Court.

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

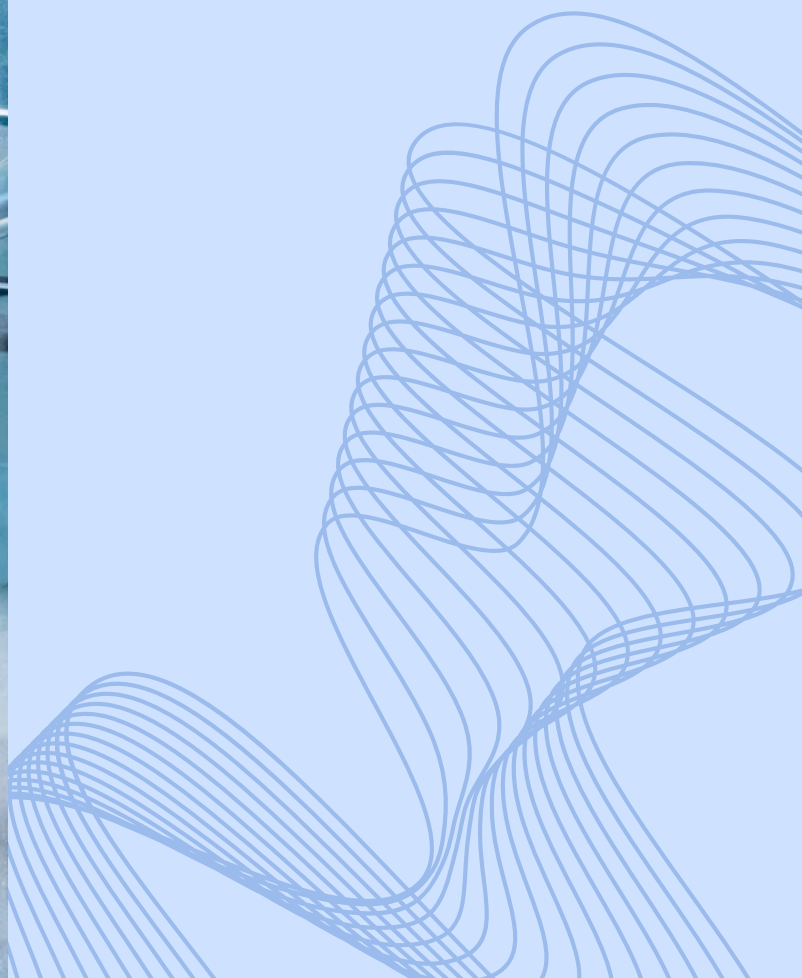
I was very nervous about going to the bar as you are running your own small business, and was worried that I wouldn't get any work. However, I've been lucky to receive lots of interesting briefs. There is a lot of variety day to day between the types of matters and the people I work with – on each matter you become part of a new team with the solicitors briefing you. The workload can be intense, but I have become better at prioritising and scheduling. Being surrounded by good people in Chambers – although we all operate independently – has been a great support and there is a strong sense of collegiality. I also employ university students as research assistants, as I find their input really helpful and enjoy taking on a mentoring role.

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

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

Language Tips

- **Solicitor:** a lawyer who works directly with their clients. Solicitors can appear in court for small hearings; however, they usually instruct a barrister to represent the client in court on their behalf in larger matters.
- **Litigator:** commonly refers to a lawyer who specialises in litigation (disputes). This may be used to describe a solicitor or a barrister.
- **Barrister:** a lawyer who spends most of their time in or preparing for court. Barristers usually do not interact with clients as much as solicitors. Barristers usually work in chambers and are called counsel. Special Counsel (SC) and Queen's Counsel (QC) are titles used to demonstrate excellence in this field.



PRACTICE AREAS

Pages 81 to 99

Alternate 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?

Study the following subjects:

- Dispute Resolution and Ethics (LAW 3501)*
- Alternative Dispute Resolution (LAW 3525)

**core subject*

Engage in AULSS competitions (for instance, Negotiations)

Banking and 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)
- Secured Transactions Law (LAW 3542)

**core subject*

Commercial Litigation

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).

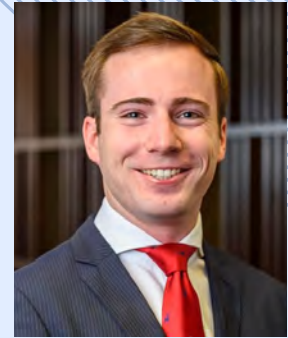


To learn more about commercial litigation, the AULSS caught up with Benjamin Hutchins (Class of 2017), Associate at Thomson Geer and asked what his top tips were for students wanting to work in commercial litigation. His answers were:

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

Practical commercial understanding: Perhaps more relevant for commercial practice, it is important to have a general understanding of the broader economy and the factors that inform business decisions. The pre-trial resolution of disputes is often based on 'commercial' factors, in addition to legal merit. It is therefore important to be able to demonstrate commercial problem-solving skills and the ability to think outside the box.

Commercial Litigation An Interview



Henry Materne-Smith

To learn more about commercial litigation, the AULSS also caught up with Henry Materne-Smith (Class of 2020), Solicitor at Herbert Smith Freehills.

What does an average day in the job look like?

Commercial litigation is an exciting area for people that enjoy investigation, strategy and legal argument! You can expect to be involved in meeting with clients to gather information and evidence, researching and advising on prospects, issues and arguments. Broadly, you may develop strategies for approaching and resolving disputes, brief experts, draft correspondence and position papers, review documents and other evidence to build your case, prepare for and attend negotiations, mediations or arbitrations, brief and work with counsel who will appear in court for your client and lastly, draft court documents such as pleadings, affidavits and submissions.

What advice do you have for students wanting to pursue a career in commercial litigation?

Get involved in a mooting or witness examination competition at law school - this will give you a good taste of the litigator life, while developing vital skills for any career path (e.g., public speaking and logical argument). Commercial litigation is very broad. Depending on where you work, it could involve anything from managing high volumes of contract, consumer or property cases, through to regulatory proceedings or class actions involving global companies. To know what interests you most, experience is the best teacher. Reflect on which subjects you enjoyed and try applying to law firms, legal internship programs, barristers' chambers or voluntary organisations that do commercial litigation to gain experience early. If you would like to discuss what life is like in commercial litigation, feel free to connect with me on LinkedIn!

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

The best litigation lawyers tend to:

- Be curious – a large part of litigation is fact-finding and legal research. Litigators enjoy the process of understanding what happened and developing a case.
- Enjoy the law – litigation is known for being 'law heavy'. You will regularly need to read cases and consider legal principles.
- Think strategically – a case might run for months or years. Early decisions can have ramifications much later. A good litigator looks ahead and acts with purpose based on a clear strategy.
- Act commercially – litigation clients would generally rather not be having the dispute at all. The best litigators understand what really matters to the client, seek agreement with opponents where possible and act efficiently to minimise cost and disruption.
- Be thorough – stakes are high, courts are involved and opponents will challenge you. This makes it extra important to get the details right and work to a high standard.

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

You become an expert in many areas! Your bread and butter is civil procedure, but each case raises its own issues in different areas. You're also at the 'coal face' of the law - you apply and test legal principles, potentially becoming involved in cases that develop new rules.

One challenge is organisation. The fast pace of litigation is exciting, but careful case management is needed to avoid missed deadlines, unnecessary costs, evidence not being gathered and poor strategic choices. Another challenge is the pressure - at times, you may have a difficult client, a combative opponent and large volumes of work. The key is working in a supportive team who can guide and assist you when needed.

Construction, Projects and Infrastructure 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 is necessary
- Become an expert in the industry with awareness of your client's businesses and practices

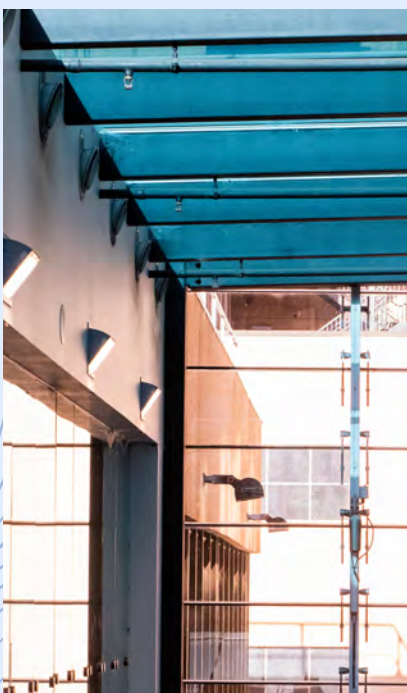
Overview

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, to see a project through to fruition.

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!

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.

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.



Corporate Advisory An Interview

To learn more about corporate law in practice, the AULSS caught up with Ophelia Veloudos (Class of 2020), Lawyer at Cowell Clarke Lawyers, to discuss her experience.

What was your experience like in your role within corporate and business advisory?

Most of my legal experience has been within corporate and business advisory.

It is an excellent area of law for those who enjoy problem solving and one-on-one interactions with clients. I work across several practice areas, including modern slavery, franchising, privacy law and intellectual property.



Ophelia Veloudos

Given that I'm at such an early stage of my career, the senior members of my team encourage me to get involved in as many different matters as possible, meaning my tasks often vary from day-to-day. I am usually involved in drafting correspondence to clients, drafting reports, reviewing contracts, and preparing documents.

An important aspect of corporate and business advisory is ensuring your advice to clients is not only legally compliant, but also practical for their business. Corporate and business advisory allows you to get an insight into different types of businesses, how they operate and the challenges they face.

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

Coming out of law school, you may have an idea of the type of law you would like to practise in. My advice is to be flexible. Working in a practice area is much different to learning it at law school. This is the best time in your legal career to try out as many areas as possible.

As a corporate lawyer, you are expected to have some sort of understanding of a broad range of commercial areas of law. Chances are that even if you are a franchise lawyer, you will be asked questions about intellectual property or data protection.

If you are interested in a career in corporate law, don't be afraid to get experience outside of the legal field. Having experience working in other areas of business, such as hospitality, accounting, finance, or manufacturing, allows you to have a greater understanding of what it takes to run a business. While this experience won't improve your legal skills, it will improve your ability to provide practical business solutions to clients.

Criminal Law

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.

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)*
- Sentencing and Criminal Justice (LAW 3520)
- Selected Issues in Criminal Law and Procedure (LAW 3610)

**core subject*



Criminal Law An Interview

To learn more about criminal law in practice, the AULSS caught up with Kris Handshin QC, Barrister at Bar Chambers (Class of 2003)

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

Success as a criminal lawyer requires building and refining a unique skillset. The practice of criminal law often requires practitioners to navigate through emotive, sensitive or highly charged scenarios.

The interests and expectations of clients (or, in the case of prosecutors, those affected by alleged crimes) must be managed professionally and ethically. Developing the right interpersonal skills that promote effective and trusting professional relationships with clients, the courts and other practitioners is therefore essential. Effective communication skills are an indispensable piece of the criminal lawyer's armoury.

The criminal lawyer must also be chameleon-like. Adaptation is a critical skill as the criminal lawyer will typically have a varied practice – appearing in the Magistrates Court on a summary offence one day and, on the next, representing (or prosecuting) someone charged with a serious offence in the District Court or appearing before the Judges of the Court of Appeal.



Kris Handshin QC

Criminal Law

An Interview

CONTINUED.

Every case, every forum that the criminal lawyer appears in, requires the engagement of different skills and different techniques of advocacy. The successful criminal lawyer develops an ability to adjust their advocacy to suit their target audience. The successful criminal lawyer understands that persuading a jury to accept an argument will require a different approach to that necessary to persuade three Judges of the Court of Appeal. Learning to critically analyse factual and legal material and construct and present a cogent, engaging argument is a key part of being a successful criminal lawyer.

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

Whilst an understanding of legal principles and procedures are essential to a prospective criminal lawyer, experience is always the most effective educator. Seek out and seize any opportunity to work with experienced criminal practitioners, whether in Chambers, firms or government legal service providers. Whether it be voluntary or paid work, getting an early start on developing your knowledge base and understanding of the practical aspects of criminal practice will be invaluable to your future job prospects. The marketplace is increasingly competitive and job opportunities are often hotly contested. A strong academic record, combined with some workplace experience, will put you in a good position to differentiate yourself from other applicants and will also open up the opportunity to apply for Associateships. A year as a Judge's Associate in the District or Supreme Courts provides excellent exposure to the day to day workings of the criminal courts. Finally, and although it can be difficult to balance with study and work commitments, involve yourself in law school competitions. These competitions, many of which are adjudicated by practitioners in the early rounds, are a great opportunity to test your skills and advocacy techniques in a reasonably unintimidating environment

What are the most challenging and rewarding aspects of working in criminal law?

Whether prosecuting or defending, criminal lawyers have a unique opportunity to make an impact on the administration of justice. Criminal lawyers who conduct themselves ethically, professionally and mindful of their duties to the courts, their clients and their fellow practitioners, help shape the criminal justice system and the legal profession more generally. Few fields of law can offer the same sense of professional satisfaction and the same opportunities to conduct trial and appellate litigation, as criminal law.

Equally, however, the jurisdiction presents unusual challenges. A criminal lawyer must put aside personal judgments and prejudices and fearlessly represent clients, including those accused of serious and troubling crimes. A criminal lawyer carries a heavy and often lonely burden; striving to meet the expectations of clients, the community and the courts can often be exacting and stressful. All areas of law demand hard work and commitment and the criminal law is no different. But if you have an interest in advocacy and contributing to the administration of justice, you will be hard-pressed to find a more rewarding field of law to practise in.

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 skills
- Assisting clients during stressful conditions

What Can You Do?

Most large, small and boutique commercial firms have employment teams. As such, students interested in employment law should consider applying for clerkships at commercial firms as they near the end of their studies. It may also be helpful for students interested in employment law to work in an office environment while they study to get a sense of what the day-to-day interactions between employers and employees are really like. Studying the Law of Work (LAW 3517) elective would also be helpful.

Environment and Planning Law

Key Takeaways

- Affects the broader population as well as business practices
- 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.

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.

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?

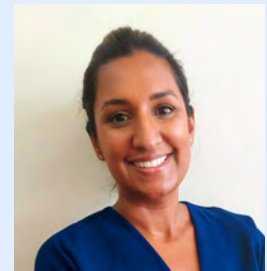
Family law firms generally don't have formal clerkship recruitment schemes, so you can seek out opportunities by writing directly to various family law firms. You can also study electives such as Family Law (LAW 2512) and Alternative Dispute Resolution (LAW 3525).

Family Law An Interview

To learn more about family law in practice, the AULSS caught up with Sriyani Partridge (Class of 2006), Senior Associate at Hume Taylor & Co.

What advice do you have for students wanting to pursue your area of law?

It is important to have good 'people skills' and to be able to adapt your persona to meet your individual client's needs. Confidence is important, however, it must be balanced with empathy for your client's needs.



Sriyani Partridge

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

When dealing with children's issues, we are negotiating over a client's greatest achievement: their child. Parents can be very single-minded in these matters and it is our job to remove the emotion from the negotiations and to counsel our clients on the range of outcomes they may achieve. Setting clear expectations for clients and keeping them informed as their matters progress is imperative. I believe great communication in non-technical language is also important. Most clients have never been through a separation and this may also be the first and only time they have ever dealt with a lawyer. Family law clients need a common sense approach and most clients need counselling to understand that in family law, parties do not have rights to anything.

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

For me the greatest highlights in family law are reuniting clients with their children in situations of Recovery Orders, or obtaining Orders that see a relationship between a parent and child re-established after significant lapses in time. Family law can sometimes be a 'thankless' area of law, as often clients don't feel like they have 'won'. From my 15 years of experience as a family lawyer, I understand there are no 'winners' when court proceedings are required. Our job is simply to strive to obtain the best result we can, whilst upholding the Courts' paramount considerations. For children's issues, that is what is in the best interest of the child and for property settlements, that is ensuring the division achieved is just and equitable.

International Law

Public International Law

Key Takeaways

- Includes humanitarian law and human rights law
- Can lead to prestigious careers both in Australia and overseas

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

Key Takeaways

- Clients are usually multi-national companies or high wealth individuals
- Can lead to prestigious careers both in Australia and overseas

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.

Mergers & Acquisitions

Overview

Mergers and acquisitions (M&A) covers an area of corporate law that deals with the sale and merger of companies through transactions. This area of practice may be 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 due diligence – reviewing a target company's contractual liabilities and obligations, and advising on the risks associated. 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.

Key Takeaways

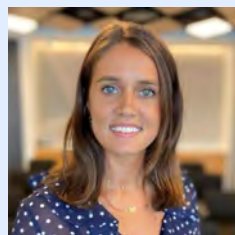
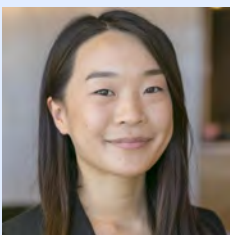
- Deals with the takeover or merger of companies through transactions
- Balancing the client's legal interests with the commercial outcomes sought
- Fast-paced and subject to client and regulatory deadlines

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.



To learn more about M&A, the AULSS was grateful to chat with Wendy and Natasha, Solicitors at King & Wood Mallesons.

What are some of the best highlights and challenges of working in M&A?

Natasha: Working in M&A definitely has both its highlights and challenges! For example, private M&A deals can be fast paced and are often time sensitive, so you have to move quickly to meet client deadlines. But to be part of a transaction from start to finish (at the due-diligence, signing and completion stages (and everything in between)) is a really interesting and often rewarding process to be involved in and you learn a lot from every deal as they are always different. As a graduate in M&A, it can initially be overwhelming as everything is quite different from what you learn at uni. However, the more experience you gain, the more the pieces start coming together!

What advice do you have for law students wanting to pursue a career in M&A?

Wendy: Personally, I think it's really important to get involved in as much as you can at university and explore the things you are passionate about. Being a well-rounded individual will be helpful when it comes time to applying to opportunities such as paralegal roles, clerkships or graduate programs, as I've found that marks are only one element of the application process. Having an eagerness to learn, being openminded and proactive and having a good attitude will take you far. In terms of advice specific to M&A, take the time to understand the commercial drivers of each deal – be curious, ask questions and try to take this into consideration in the work you produce for your team or a client.

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.

To learn more about property law in practice, the AULSS was grateful to catch up with Peter Berekally, Senior Associate at Commercial & Legal.

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

My advice to any student who wants to pursue a career in property law (or law in general) is to consider it an interesting career pathway and understand that a career in property law is dynamic and multi-faceted. Property law is not just buying and selling land or buildings. Property law involves commercial advisory, structuring deals and entities for purchases. It's about leasing and tax advisory. It is also resolving disputes and litigation if things don't go the right way. I personally never had any ambition to be a "property lawyer" until I came to Commercial & Legal and unpacked the variety of opportunities and interesting challenges this field presents.



Peter Berekally

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

The good thing about this field is that any number of personality types can find a home. If you want client-focused work, advisory work, or working to negotiate a property transaction, then an ability to connect with people, build rapport and having an ability to break down complex issues and explain them simply would be very helpful. On the other hand, if you are more comfortable drafting contracts, or assisting in documenting or structuring a property transaction, then attention to detail and focus are critical. In my experience, what makes for a great lawyer is: (1) interest and curiosity for the practice you choose, (2) being a team player, meaning playing your role and helping out where you can, and (3) trying to have some fun along the way. Law can be a grind at times and you must be able to find some balance between work and recreation in order to succeed.

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

Starting with the challenges, life as a lawyer can be stressful. This is no secret. The work can be demanding and clients even more so. Learning not to take things personally or take problems home is challenging. In my experience, the best cure for this is to surround yourself with people you trust and respect (friends, family, colleagues) and lean on them for support. As you get more experienced, you will more easily overcome some of these challenges.

But as a property lawyer, there are some great highlights. Settling a \$50 million-dollar property transaction is a highlight. But equally, helping out regular people with their legal matters is a daily highlight. It is a great privilege to be able to practise law. Not everybody gets to do it. Helping clients who have come to you in their hour of need is something that I take great pride in, and it is what keeps me interested and coming to work every day.

Personal Injury Law

Key Takeaways

- Involves physical/psychiatric injury to a person (through negligence etc)
- 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. 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*

To learn more about personal injury law, the AULSS was grateful to chat with Julia Arena, Associate at Andersons Solicitors.



Julia Arena

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

In personal injury, we're often acting for clients during one of the worst periods of time in their lives. They are suffering physically and psychologically, will likely require medical treatment and have often lost their ability to work. Empathy and understanding are important skills required to properly engage with clients, and put forward their best case for compensation.

I cannot emphasise enough the importance of time management and organisation in all areas of legal practice. In personal injury in particular, we are handling large file loads, often with complex legal and factual issues. An ability to manage your time, and remain organised despite the large load is crucial to ensuring that you are on top of key dates, and ensuring that you are moving matters towards settlement for your clients.

Communication skills are also key in legal practice. Personal injury matters can often take a number of years to settle and so, it is essential that clients are updated regularly whether by way of a short phone call or email, or a more detailed letter. Clear and concise written and verbal communication skills when appearing in Court, and when dealing with opponents are also paramount.

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

As a plaintiff lawyer in the area of personal injury, we mainly deal with insurers as our opposition. It is rare, in any negotiation, to feel as though your client has received an amount of compensation that they "deserve" at the conclusion of a claim. However, it can be especially difficult, particularly in matters with fairly traumatic circumstances, to not feel a sense of frustration and disappointment when you know your client is not being awarded a level of compensation that you consider fair and proportionate to their level of injury and loss, despite your best efforts.

The greatest highlight of working in personal injury, however, is the clients, and knowing that your efforts could change the course of a client's life. I was tasked with running a personal injury matter to trial very early in my career. The facts of the matter were very distressing to my client, and the responsibility I felt to succeed for him and his young family was enormous. When we ultimately won in a District Court trial, and had the judgment upheld at a Supreme Court Appeal, I was reminded of why we work so hard for our clients. It is difficult to put into words how rewarding it feels to know that in some small part you have assisted in shaping and bettering your client's future.

Privacy and Data Protection Law

Key Takeaways

- Rapidly developing area of law
- Requires a thorough understanding of statutes in Australia and overseas
- Understanding the commercial impact of regulation on clients

Overview

Privacy and Data Protection Law is a rapidly developing area of law that will only continue to become more important in the future. This area of law involves a thorough understanding of the relevant statutory regimes in Australia as well as overseas. Furthermore, lawyers in this field should have a good understanding of the commercial interests of their clients.

What Can You Do?

Study subjects such as:

- Intellectual Property (LAW2514)
- Contract law (LAW 1510)*
- Statutory interpretation (LAW 2566)

**core subject*

To learn more about these areas of law the AULSS caught up with Joel Lisk (Class of 2018 and PhD Candidate), Associate at Cowell Clarke.



Joel Lisk

What does an average day in your job look like?

Much of the work in this area is based around assessing and understanding the goals of your client, what they are trying to achieve with their technology, how they are going about it, and then how this fits in with the relevant law. This makes every piece of advice different and allows you to appreciate some of the innovative ideas and software that companies are developing. The handling and treatment of personal information is part of numerous different business activities, so I get to see a range of different types of transactions and commercial arrangements.

What advice do you have for students wanting to pursue a Career in Privacy and Data Protection Law?

These are areas of law that you might not get the opportunity to directly study while at law school. If this is an area of interest, being aware of the developments in the field and having a strong grasp of statutory interpretation and contract law are essential. It is also important to understand how laws in other countries might apply to your clients and impact on their business operations – especially with some of the more complex regulations being based in Europe.

What are the challenges of working in Privacy & Data Protection Law?

One of the biggest challenges when working in this area is appreciating and understanding the flow of information and data. Even when you have Australian-based clients, it is common for them to use service providers and software based on other countries which can make it hard to determine what law applies and what your clients are trying to achieve. Remaining across these new technological developments and how businesses are run online can be one of the most difficult aspects of working in privacy and data protection law.

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.

To learn more about sports law, the AULSS was grateful to chat with Dr Mark Giancaspro, Lecturer in the Sports Law elective at Adelaide Law School.



Dr Mark Giancaspro

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.

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 to banks or 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.

To learn more about taxation law, the AULSS spoke to Lisa Christo (Class of 2014), Senior Associate at NDA Law.



Lisa Christo

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?

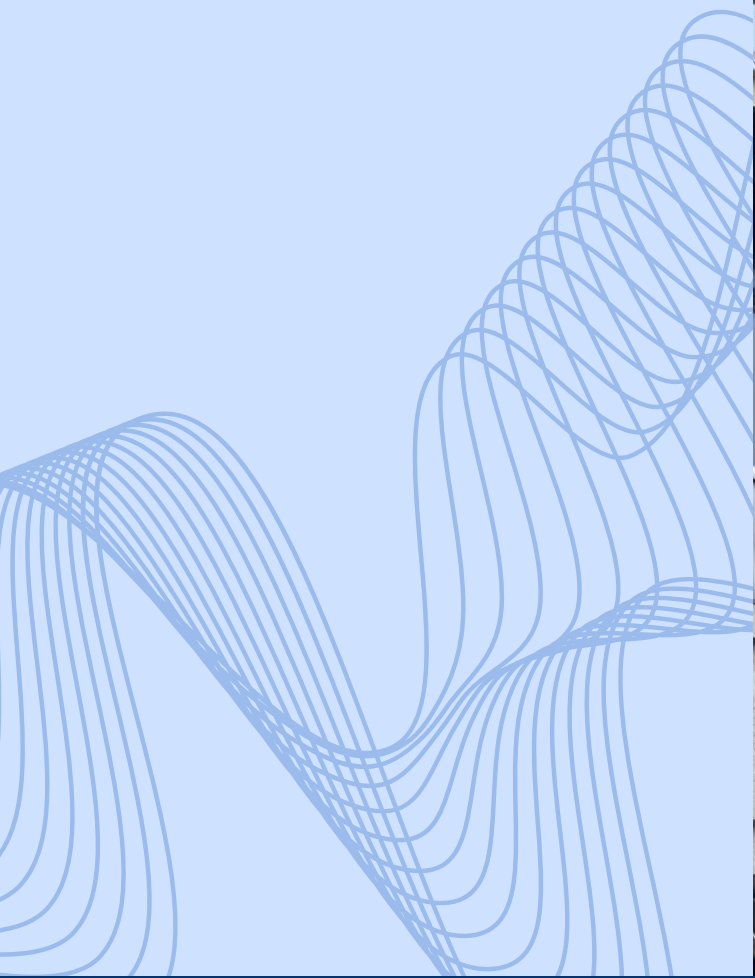
Each day in tax law can be quite varied. On some days, I am mostly reading, researching and drafting advice. Because of the complexity of this area of law, I also spend time speaking with clients about the tax concepts and the practical effect the advice will have on them or their business.

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

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 CAREER PATHWAYS

Pages 101 to 111

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 a career in academia, the AULSS caught up with Dr Beth Nosworthy, Senior Lecturer and Dr Mark Giancaspro, Senior Lecturer, at the University of Adelaide.



Dr Mark Giancaspro



Dr Beth Nosworthy

Academia An Interview

How did you end up in academia?

BETH: At the end of my law degree, I was really looking forward to practice – I didn't have any expectation that I would become an academic. I was clerking for a firm during my final year, in the litigation and commercial divisions, and found it really fulfilling to see the impact we could have on behalf of our clients. I took the opportunity to work as an associate in the Supreme Court, and, while I was there, I started teaching after-hours seminars at the Law School. I was surprised at how much I enjoyed helping students engage with the law, and to develop critical thinking and research skills. I kept teaching after I returned to commercial practice from the courts, and although I still enjoyed that work, I found myself wishing I had more time to do the 'interesting' research tasks – which often arose alongside the issue to be solved for the client, and which I couldn't follow up thanks to the constraints of billable hours. I spoke with colleagues at work and on campus, and decided that I'd like to complete an LLM, to see if academia was for me. I was delighted to be accepted into the University of Oxford for the BCL, and then into a PhD program here at Adelaide when I came home. And the rest, as they say, is history!

What are the most rewarding aspects of your job?

MARK: There are three for me. First, I love the balance of teaching, practice, and scholarship. Teaching law is fun, and it feels good helping future generations of the profession. The research side of academia is great too; the intellectual challenge is intoxicating. Secondly, the job is quite flexible. I am able to maintain my legal practice while also teaching, researching, and serving the University and community. This helps me bring my practical legal experience and knowledge into the classroom. Finally, we get to meet and work with so many amazing people. Academia has taken me all over the world and I've loved every minute of it.

What are the greatest challenges of your role?

MARK: Academia is demanding. It's not 'tools down at 5pm'. Academics perform an enormous variety of tasks, often around the clock. We don't just teach - we must write and publish journal articles and books, apply for and win grant funding, engage with industry and the profession, mark hundreds of papers, present at conferences and seminars, and respond to countless emails every day. Maintaining the right balance between commitments is a challenge in academia.

What advice would you give students wanting to pursue academia?

BETH: Most academic jobs today require even early career researchers to have a PhD and publications – so you will need to think strategically, about where you will do your degree, who you will ask to supervise you, and how you can communicate your research to other academics, practitioners, the legislature and the broader community. It is a great career if you want to have an impact on the world around you, but it can be a slow process – be prepared!

MARK: Honestly? It's worth it. It takes a while working through the PhD journey, but from there, you'll forever enjoy working in a diverse and flexible job that takes you around the world and networks you with other amazing scholars and organisations. If you don't like reading and writing, then academia isn't for you. But if you love analysing, critiquing, developing, reforming, and teaching the law, then definitely think about it. In addition, it is important to note that as a result of funding limitations, which have been exacerbated by the COVID 19 pandemic, workloads and other pressures on those who work in the tertiary education sector are mounting. Academia is by no means insulated from the concerns and pressure that you might typically associate with commercial sector employment. So before choosing academia as a career path you need to think carefully about all the steps involved.

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 services organisations, including the Big 4 (EY, PwC, Deloitte and KPMG) are a large employer of law graduates, especially those with a double degree in Commerce, Finance or Economics. Graduates are employed to deliver services to a range of clients including ASX 200 companies, private organisations, and government departments and agencies. Typical services performed by financial services firms 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 the penultimate year, and some have one- or two-day programs for pre-penultimate students as well. These are a great way to gain experience and often lead to early offers of graduate employment. Some smaller firms also offer undergraduate job opportunities similar to part time clerkships where students can work in the field whilst studying.

Graduates employed in auditing are generally required to have a degree in 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.

Organisations you may want to check out:

- Accenture
- Bain & Company
- Boston Consulting Group (BCG)
- Deloitte
- Ernst & Young (EY)
- Kearney
- KPMG
- L.E.K. Consulting

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.



Shahkar Faiz - Class of 2020

I am an Analyst in the Metals and Mining team at J.P. Morgan and have previously completed winter and summer internships in the team. I work on transactions for some of the largest mining companies globally – providing them advice on mergers and acquisitions, and helping them access capital markets. I would recommend this opportunity to anyone interested in pursuing a career in corporate finance.

Legal Aid



Key Takeaways

- Consists of legal advice, representation and education Legal advisors operate a free telephone helpline Great way of ensuring equal access to representation for all citizens Involves informing individuals/groups about their legal rights and obligations
- The Legal Services Commission of South Australia (LSC) is the peak body dedicated to assisting South Australians understand and exercise their legal rights. It is an independent body established under the Legal Services Commission Act 1977 (SA), funded by the State and Commonwealth governments. The key services provided by the LSC may be categorised as legal advice, legal representation, and education.

Legal Aid Education

The Community Legal Education (CLE) team run a multitude of education programs, seminars and workshops for the community. The education team aims to inform individuals and groups about their legal rights and obligations. Some of the ongoing programs include Young People and the Law, Migrant legal education, the Disability Justice program, and the Law for Community Workers program. The CLE team is also responsible for publishing the much-loved and well-used Law Handbook, and a range of publications which can be seen on the LSC website under the education tab. Graduates may wish to consider a position as an Advisor or Duty Solicitor with the LSC as these positions enable graduates to gain real-life, hands-on experience from the outset of their working life in the profession. Additionally, the LSC runs a Summer Clerkship Program and limited PLT placements.

Legal Aid Clinics Include:

Justice Net Northern Community Legal Service Inc, Roma Mitchell Community Legal Centre, Westside Lawyers and Women's Legal Service

Legal Representation

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

The LSC also has Duty Solicitors' at the Magistrates Courts on a daily basis, offering free, on-the-spot legal advice and representation. Often the Duty Solicitor is the very first person an alleged criminal will meet after being arrested, so a strong and firm, yet approachable character is essential. Under the Criminal Law (Legal Representation) Act 2001 (SA), the LSC is obligated to provide legal representation to persons alleged to have committed serious indictable offences, irrespective of whether they would ordinarily qualify for legal aid funding - this means the LSC often run some of the biggest and most complex criminal legal trials in the State.

Another Duty Solicitor program, funded by the Commonwealth Government, is run at the Federal Circuit Court to assist in family law matters. The LSC also has an in-house team of well-qualified Independent Children's Lawyers who work tirelessly to ensure the best interests of the child are represented. Further, the LSC has a small but dedicated team working on administrative law matters relating to immigration, Centrelink, and Guardianship Orders - often appearing at the AAT and SACAT.

Legal Advice

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

For more information about the LSC, visit their website at lsc.sa.gov.au

Management Consulting

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 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. The qualities and knowledge that firms look for may vary widely, depending on the firm's culture and its offerings to its clients, so make sure you do your research and be interested and engaged in a firm you apply to.

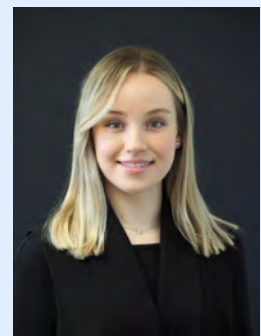
Management Consulting An Interview

To learn more about consulting, the AULSS spoke to Victoria Hellyer, Consultant, KPMG, Adelaide.

How did you get to your current position? Did you always plan to pursue consulting?

My pathway into consulting was a slow progression; in other words, it took me a while to figure out that this was a career option for me and something that I was interested in pursuing. When I was in high school and was in the stages of applying to universities, I felt pretty stuck. For starters I completed my four years of high school in Canada so was unsure whether I wanted to start university in Canada or move back to Australia, wasn't sure if I should take a gap year or jump straight into university, and then the ultimate question of what I wanted to actually study. I'm the type of person that wanted to study a little bit of everything because so many different industries appealed to me. From this I knew that I wanted to study something that was broad, but also specific, and wouldn't hold me back from transitioning/pursuing other pathways if needed. I decided to start a commerce degree in Canada because this degree ticked so many boxes in regard to opportunities.

After a couple years I decided to transfer universities and continue studying my degree in Australia for a variety of reasons. Throughout my time at the University of Adelaide I had the opportunity to undertake a few internships with various companies to help guide me in the direction I wanted my graduate pathway to go.



Victoria Hellyer

Management Consulting An Interview

CONTINUED.

I discovered I wasn't interested in holding a heavy accounting role at a firm and was instead more excited to seek a role that involved exposure to a variety of industries and multiple different projects. Now that I had a clearer vision of how I wanted my career path to go, and given my experiences and interests, it seemed consulting was a good fit for me.

When I was looking for jobs, it was during the early stages of the pandemic, which meant face-to-face career fairs were on hold. This made it difficult to speak to someone who worked in consulting, so I decided to investigate companies that offered consulting services and were hiring. I spent time researching role descriptions and figuring out what areas I was interested in, which was overwhelming because there are so many consulting pathways available that I'm sure many university students don't know exist. I knew a couple people personally who had worked at KPMG previously who spoke highly of both the work, career progression and culture in the management consulting service lines, so I decided this was a great place to start and applied for a graduate role.

What does an average day in your role look like?

Every day at work is different, even at a junior level. It really depends on the nature of the engagement (i.e. heavily client facing, secondment, virtual etc). The nature of the projects that I've been exposed to so far have involved a variety of industries such as oil and gas, government, private, health, transport, and technology to name a few. The following events/tasks can help paint a picture of what I have been involved in:

Workshops with the client are common, which are meetings intended for the purpose of discussion with primary stakeholders centered around a specific stage/topic of the engagement (i.e., discussing current state issues and what needs to change to get to their desired future state). Workshops involve a lot of planning, making sure that the whole team is on the same page and knows their role when the meeting takes place. Workshops include a variety of activities to engage conversation and may involve different presentation methods.

Depending on the purpose, workshops can take anywhere between one hour to a few days to complete. Other work I perform may involve data analysis or financial modelling which may be performed using documentation provided to us or sitting down with a client and running through their operations with them. My time may also be utilised with some of the following: writing engagement letters, administrative tasks, creating a slide pack for an engagement or internal meeting, training (sessions and exams), acting as a buddy to new starters, business development report writing and research, and assisting interviews.

Beyond these work-related tasks I am also a member of the Corporate Citizenship Committee and graduate committee. These committees are a lot of fun and involve organising volunteering and social events and initiatives. It creates a great balance with work deliverables and allows me to expand my network and create strong work relationships. It should be mentioned that taking breaks to play table tennis and grabbing a coffee with co-workers is a daily activity.

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

I found some of the most challenging parts of my role have been adapting to full-time work. University is largely spent working for yourself and doing the work on your own schedule, but in full-time work you are part of a team and a larger organisation with a lot of people counting on you which can be stressful at times. Learning new tools, software, and general admin tasks is always tricky but comes with practice, and no one expects you to be an expert when you start. I think one of the most exciting parts of my role is definitely the people I work with. The beauty of a large firm is the vast variety of backgrounds that different colleagues bring, making for exciting stories, chats, as well as mentorship and advice. I would not have crossed paths with some of my peers had I not taken on this role, which makes it exciting to come into work every day. Another exciting aspect of my role are the opportunities available to me. Should I be interested in a certain project or want to gain knowledge in a certain area I can set aside time to undergo training in the area I want to upskill myself in or express my interests to the relevant people and I will be encouraged to progress further as well as presented with options.

What advice do you have for students wanting to pursue consulting?

I think the best advice for students who are looking to pursue consulting is to try and talk to someone who is in the field. Put yourself out there and message someone for a coffee on LinkedIn or contact lecturers for a potential link to someone because you learn the most by talking to people who are in the job currently. I also think students who are both interested and not interested in consulting should also research in depth what consulting services are offered at different companies because it may come as a surprise how many pathways there are for every background beyond just commerce such as technology/cyber, engineering, health, policy, operations, and many more.

Media and Marketing

Key Takeaways

- Offers a wide range of opportunities
- Can lead to careers in journalism, television and publishing
- Internships are great experience, through the University Career Hub

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. Opportunities in advertising sales can be found with major advertising platforms such as Newspapers, Television Broadcasters and Social Media organisations, as well as with advertising agencies.

Whilst many law graduates taking these career paths have a double degree with Media, Arts or Marketing, law electives such as Media Law and Intellectual Property Law can be of great use. These subjects provide graduates with knowledge of the legal frameworks which are relevant to these roles and provided graduates with additional skills over those who have not studied a law degree.

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
- 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.



NGOs and International Development



Key Takeaways

- Presents an invaluable opportunity for career and personal growth
- Do something that makes a difference to disadvantaged people
- 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 and 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.

Opportunities in Adelaide

Women's Legal Service

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

Southern Community Justice Centre

The Southern Community Justice Centre (SCJC) is a free legal service committed to providing initial and ongoing advice, representation and referrals to eligible clients. The service is primarily provided for those who are unable to pay for a private solicitor, but do not qualify for legal aid funding, and reside in the southern suburbs. The SCJC provides assistance across a variety of legal issues including 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 this organisation is to promote and enhance women's rights across the globe. Their work is expansive, ranging from transforming trade rights for women, to stopping coal mine projects in South Africa that would impact women's rights, to petitioning for a human rights watch dog. Working across 45 countries, they partner with many local women's organisations to facilitate the most effective implementation and promotion of women's rights and have programs in 14 countries across the world from Myanmar, to Philippines, to Uganda and Bangladesh. 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!

Coffey Institute Internship

The DEVT 2010EX course is a six-unit internship program run within the International Development program available only to Bachelor of International Development students. The internships are offered as both summer and winter intensives as well as over semesters 1 and 2. There is a formal application process that considers academic merit and demonstrated relevant skills in its process.

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. Specifically, tailoring programs according to your course and your interests whether it be business, hospitality, finance, engineering, or journalism. Opportunities are offered to either intern abroad or volunteer abroad. These placements can range from 3-4 weeks to 7-12 months, or just the summer break. These opportunities have to be applied for and are generally self-funded, unless a scholarship is available (depending on the provider, the location, and duration) but generally accommodation, tours, visa support, and career training are provided, as well as 24/7 support.

Aboriginal Legal Rights Movement

The Aboriginal Legal Rights Movement (ALRM) is a not-for-profit and independent Aboriginal community-controlled organisation. ALRM has a particular focus on incarcerated individuals of the Aboriginal communities in South Australia. Student volunteer opportunities are available with common roles including office administration, law and research clerkships, community legal education, book-keeping and financial counselling.

Justice for Refugees SA

The organisation was formed in 2002 as a response to rising concern within the community regarding the unfair treatment of refugees and asylum seekers by the Australian Government. 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. The organisation also seeks to end offshore detention and processing.

Opportunities Abroad

While there are many available volunteer and internship positions available in Adelaide, overseas opportunities are also highly desired by students. By opening yourself up to experiences outside of Australia, you expand your search field and give yourself a better chance of securing that position.

Politics and 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

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



Gemma Paech

In order to learn more about politics and lobbying, the AULSS caught up with Gemma Paech (Class of 2019), who is currently Chief of Staff to the Minister for Health and Wellbeing.

How did you get your position in politics?

In my second year of study, I signed up to the Adelaide University Labor Club and volunteered on the 2013 Federal Election campaign. These networks combined with my basic legal knowledge afforded me the upper hand in landing a casual role in the trade union movement, after which I was offered a part-time role in an Electorate Office while I continued my studies.

What advice do you have for students wishing to pursue politics?

While there will always be avenues to entering politics as a later career step, the connections you form in the youth wing of a party will build an invaluable base from which to launch that career. If you are interested in getting involved with a specific political party, reach out to the relevant contact on the party's official website and to your local club on campus. I would expect to hear back within days, with an offer for an informal introductory meeting and information about upcoming opportunities for engagement (events, meetings, and campaign activities). I'd also encourage you to use the opportunities law school provides to sharpen some very transferable skills - you can always pick the moot team gurus in Parliament!





THANK YOU

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

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





CAREERS & CLERKSHIPS GUIDE 2022

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