

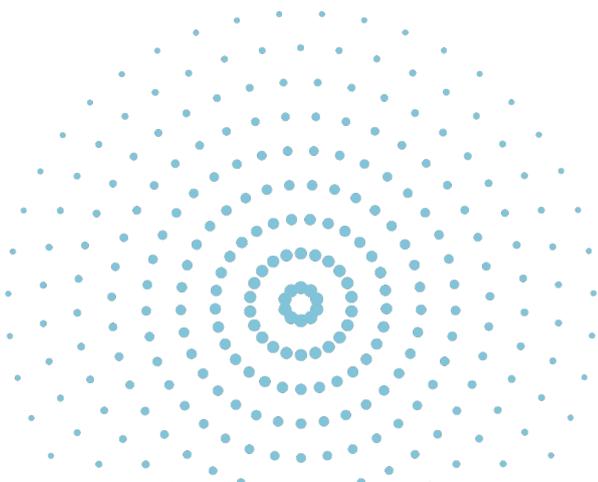
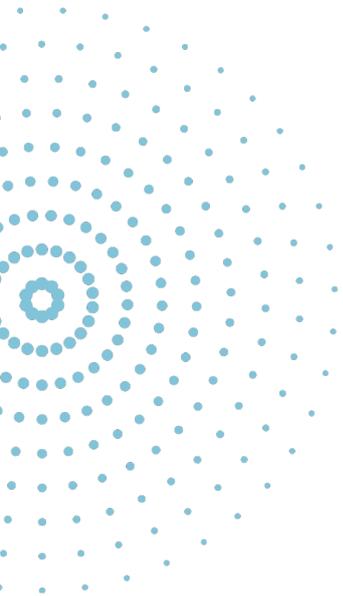
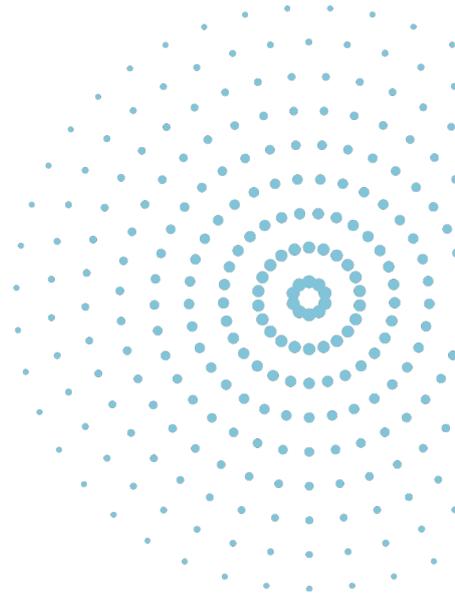
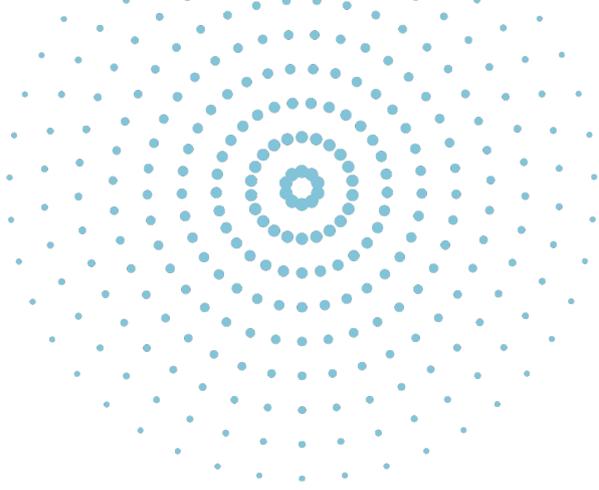
CAREERS HANDBOOK 2023

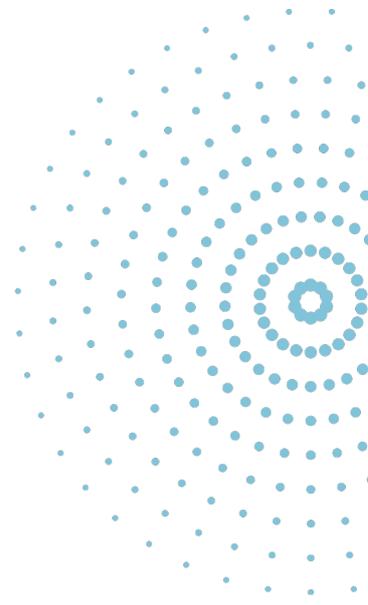
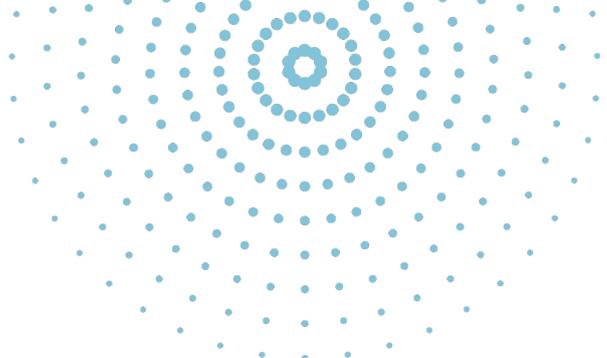


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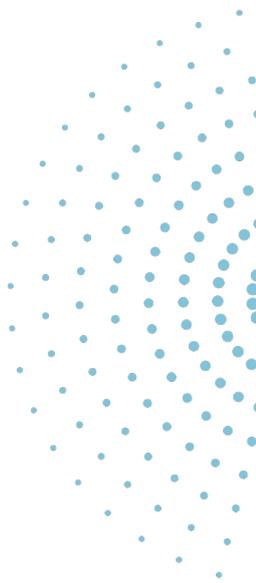
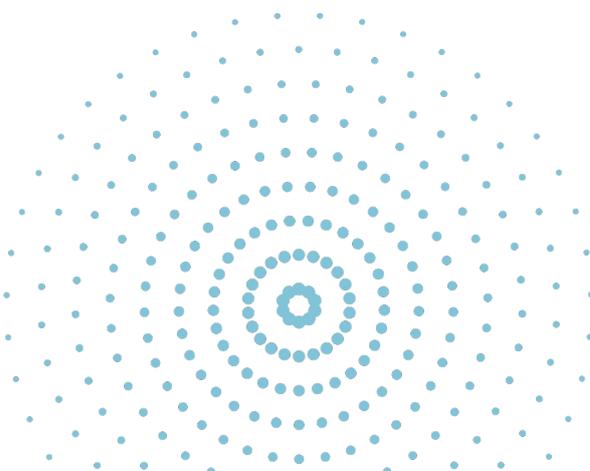




THE BLACKSTONE SOCIETY'S

CAREERS HANDBOOK

2023



Foreword

Eloquently Composed by

The Honourable Chief Justice Peter Damien Quinlan

Chief Justice of Western Australia (2018 -)

Solicitor-General for Western Australia (2016 - 2018)

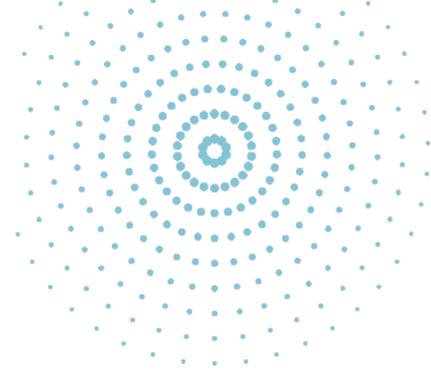
I thank the Blackstone Society for once again kindly inviting me to provide the foreword to the Blackstone Careers Handbook.

You will no doubt be reading this Handbook because you are about to make the daunting but exciting transition from education to employment. Having chosen to study Law at the University of Western Australia you have already made a good choice, and the first of many important career choices that you will make. A law degree is a very versatile qualification that will assist you to pursue a career in a variety of fields which involve or are impacted by the law. Your study of law will have also given you many basic skills which can be transferred to other pursuits outside the law.

This guide will showcase the diverse experiences of law graduates that have come before you and their stories will hopefully inspire your choices. They range from working in a large global law firm, a national firm, government agency, arbitration, being an in-house lawyer, a barrister, to a career in academia and politics. As a fellow graduate of the UWA Law School, I understand how bewildering the array of options may seem, but such choices mean there is something out there to suit everyone.

I encourage you to start early in exploring the potential career pathways open to you. It is a fact of modern life, and never so pronounced as now, that many people will transition through several careers during their working lives. This is where the Careers Handbook will be a useful navigational tool to help you make the right decision now. One that puts you in a place where you will flourish and be fulfilled. It will also give you some handy tips and advice on how to get there.

Some of you will choose to follow a career in the legal profession and some of you won't. I have enjoyed a very rewarding career in the law and can't imagine doing anything else. It is with that insight that I take this moment to share some thoughts for those of you considering being a part of the legal profession and the notion of service that implies.

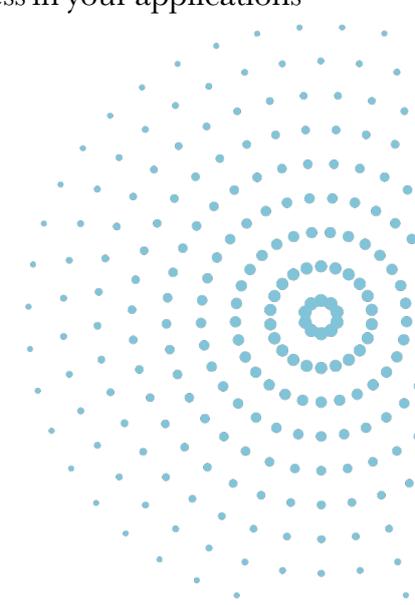
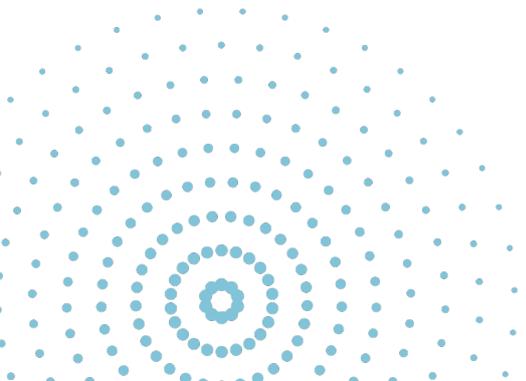


Firstly, Law is a profession and not a business. When a client hands over the course of their future to you as their lawyer, often at a traumatic time in their life, it entails a special kind of trust and a particular kind of ethical responsibility on your part. But despite all that heavy responsibility, the work can be deeply rewarding. You will affect people's lives in a profound way.

Law is also a profession which incurs obligations, such as the obligation of serving the community and assisting those who depend upon the provision of legal assistance for the practical exercise of their rights. I use the word 'community' to refer to the group of persons to whom we have a duty of service and obligation. It is essential to remember the importance of access to justice for all in our community. Law is a fine and noble calling and, practised well, will bring great satisfaction and fulfilment.

Whatever your calling, research all your options thoroughly and speak to as many people as you can. Take note of deadlines and requirements that you need to meet. Be diligent and meticulous in preparing your applications and make sure your own special qualities, work ethic and experience shine through. You are unique and more than an academic score. Employers are equally interested in real-world skills developed during extra-curricular activities. I know how important that is from reviewing applications for Associateships in my own Chambers.

Whatever path you choose, may I take this opportunity to wish you every success in your applications and future careers.





Welcome

by Herbert Smith Freehills

I would like to thank the Blackstone Society for inviting HSF to write a welcome to its fellow members and students as they look forward to their legal career. On behalf of the firm, it is a great opportunity to once again, be the major sponsor of the Careers Handbook – a trusted resource for many of you navigating the application process for graduate positions. Looking for a job can often be a job in and of itself. Coupled with university assignments, and work commitments, the process can at times be overwhelming. It is great to see a student organisation like Blackstone, dedicate time and resources to putting together a comprehensive guide to make this process easier. So a huge congratulations to the team for once again, creating such a valued resource, that I'm sure will be relied upon by many as they embark on the next stage of their career.

It seems like a long time ago that I was walking through the hallways of UWA with very little idea of what life at a big commercial firm would be like or whether it was for me. The truth is – it's very hard to gauge a good sense of what happens inside a law firm (or most other workplaces) until you are well and truly in the thick of it!

So how did I end up in the law? Strangely, from early primary school I thought that I wanted to be a lawyer. I'm not sure why, given at that stage in life, I had probably not even met a lawyer! However, now having had the opportunity and the privilege to work with some terrific lawyers - in terms of being great at their job but also being committed to their colleagues and the broader profession, I can say with utmost certainty that you have so much to look forward to. Regardless of the sector you work in, you will be surrounded by some of the best minds, with a shared respect for the rule of law and a mutual commitment to deliver the best outcomes for clients, and in turn the wider community. It is also an incredibly varied profession – the variety of which I didn't appreciate until I started work. There is so much to choose from, and sometimes overwhelmingly so (I know from experience, having completed four rotations as a junior lawyer before making the decision about what I wanted to do long term).

In my role as Partner and as President of the Law Society of WA, I often get to meet and work with graduates and junior lawyers across the profession. It never ceases to amaze me the varied life experiences, hobbies, backgrounds that students come from that shape their perspectives and desires to use their law degree in a way that suits their interests and skills. There really is no “correct” path and you should be encouraged to lean in on the unique perspective that you bring. Always remember that the profession is stronger because of its increasing diversity.



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Regardless of the path you choose, there are a couple of things that would be helpful to keep in mind.

The first is to have an enquiring mind – in the early stages of your career, you may find that you have lots of questions. Juniors sometimes feel reluctant to ask these questions. However, questions are often the best way to learn and you'll often find that people appreciate the curiosity. Keep this in mind not only in the early stages of your career, but also as you progress and have the opportunity to cultivate a safe space for juniors who work for you to give things a go and ask their own questions.

The second is to be flexible and adaptable – a career is never without its challenges, often the most rewarding moments are borne from the most challenging of times – though this is not always obvious at the time! The ability to embrace and work through such occasions is a skill that I continue to work on and would encourage you to do the same.

Lastly, and in many ways the most critical, be kind and respectful to yourself and to others. Prioritising your wellbeing is crucial to having a substantiable and longstanding career. Being ambitious is not synonymous to having no boundaries. So make sure you make time for yourself, including the things you enjoy and help you to recharge.

I wish you all the best and look forward to welcoming you to the profession!

Ante Golem

Partner, Herbert Smith Freehills

President, Law Society of WA

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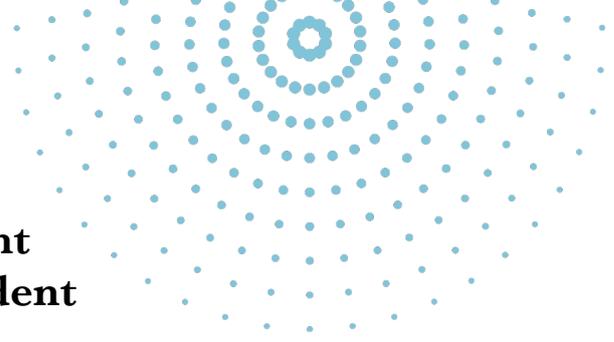
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Pailin Harris, **Marketing Vice President**
Claudia Monterosso, **President**



Welcome to the 2023 Blackstone Careers Handbook, generously sponsored by Herbert Smith Freehills!

What am I going to do after I graduate from law school?

It is an easy question to answer for some and a tougher question to answer for others. To help you tackle this question, we have created this Handbook to help students navigate the various opportunities once you graduate. It includes insights and advice from a range of legal and non-legal professionals throughout the various sections.

Whilst the Juris Doctor gives you a breadth of knowledge which are necessary to help you become a lawyer, the Careers Handbook hopes to give you an insight into what life as a legal professional is like. We acknowledge that everyone's path is different. We believe this year's Handbook is the best way to showcase the diverse careers paths that are out there beyond law school.

If you are thinking of applying for clerkships and graduate positions, then this Handbook is a great place to start. The Handbook aims to guide you through the entire process, from clerkship applications to graduate offers. We aim to give you an insight into what firms are looking for and an idea of the firm's culture. We have recognised the growing interest in students wanting to explore international legal careers, so we have added a helpful guide for admission into international and Australian jurisdictions.

Commercial law is not the only pathway open after graduating, and so we have included sections titled 'Articles from the Profession', 'Government', and 'Community Legal Centres'. Here, we explore a wider variety of opportunities available to you outside of the commercial space and hear about the experiences of non-commercial law professionals. We hope you take comfort in exploring the various pathways that are open to you after completing law school.

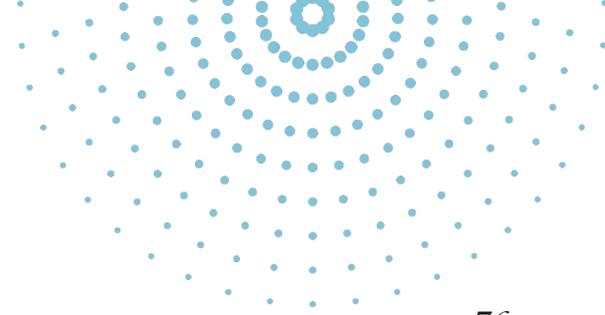
Even though we are the editors of the Handbook, it is important to note: this Handbook is not the be-all and end-all. We urge everyone to put their best foot forward. This may include continuously growing your network by attending networking events (both in-person and virtually), attending careers presentations/workshops and staying up to date with the news.

Finally, the publishing of this Handbook would not have been possible without the hard work and dedication of many people. We would like to thank the Blackstone Careers and Marketing Portfolios for their efforts. Further, we are so grateful to the professionals, lawyers and members of the judiciary who have taken time out of their busy schedules to contribute to the Handbook. Special mentions to the Hon Chief Justice Quinlan for his Honour's inspiring words in the Foreword and to the Hon Justice Edelman of the High Court for his Honour's insightful article on life in the judiciary. Finally, we would like to extend our heartfelt thanks to Herbert Smith Freehills, for their ongoing support of the Blackstone Society, the Careers Handbook and UWA law students.

We hope you enjoy the 2023 Blackstone Careers Handbook.

We wish you all the very best on your future beyond law school.

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Commonwealth Ombudsman	
Corruption and Crime Commission	
Department of the Premier & Cabinet	
Insurance Commission of Western Australia	
Legal Aid Western Australia	
Officer of the Director of Public Prosecutions WA	
Ombudsman WA	

Community Legal Centres

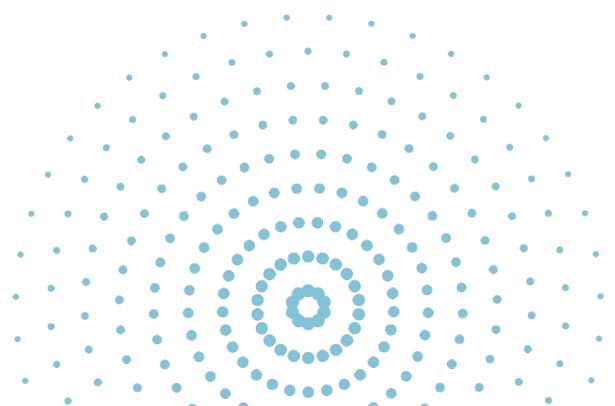
Circle Green Community Legal Centre	
Citizens Advice Bureau	
Consumer Credit Legal Service	
Environmental Defenders Office	
Mental Health Law Centre	
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Careers Toolbox & Practice Group Insights

The Careers Toolbox is to assist you through application processes. The Blackstone Careers team have set out techniques for applications, writing coverletters and CVs, attending interviews, clerkships and graduate recruitment, and the important dates for 2023.

Various lawyers have also provided insights into their respective practice areas which will be useful for your career planning and applications.

We hope the Careers Toolbox is useful during the application process, as well as in the future. The Blackstone Careers team has organised a variety of Careers Presentations during Semester One to supplement the information provided here.

If you have any questions throughout the year, please do not hesitate to ask a Blackstone Committee member.

CLERKSHIPS

What is a clerkship?

A clerkship is an employment experience in a law firm or government department over the summer or winter university breaks. They tend to run for between two to four weeks and are generally paid.

Clerkships provide students with an opportunity to gain an insight into what practical legal work is like and hopefully, find the working environment that suits them best. Students are given the chance to see how one works and operates in a professional environment. Firms will often offer graduate positions to high performers. Exposure to a variety of firms helps you to decide the career path you wish to pursue.

Clerkships are regarded as important because many of the large international and national firms tend to only hire graduates that have completed a clerkship with them. However, it is also critical to note that completing a clerkship does not guarantee a graduate position at the firm.

Clerkships can give you an insight into the areas of law that do and do not interest you. Some students may even realise that practicing law isn't for them after completing a clerkship, which shouldn't be alarming as a law degree provides students with so many other opportunities. Regardless, completing a clerkship will still give students invaluable real-life experience and skills that will help them regardless of which career path they pursue.

It is open to all students to apply for clerkships (depending on the firm). However, preference is generally given to those students in their penultimate year of study. If you are a non-penultimate year student, be sure to explain why you did not apply in your penultimate year or why

you are applying early. Spend some time and do your research in order to determine which firms would be best to apply for.

What to expect?

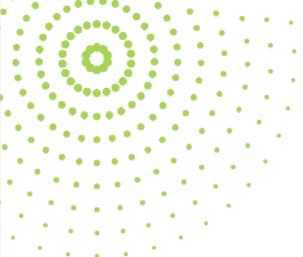
You will be given real work for real clients. You may be given tasks including sitting in on client meetings and taking notes for your supervisor, attending court, drafting correspondence, researching case law or legislation on complex issues and writing memorandums detailing your findings.

If you work for government departments, professional service firms or in other internships, your work will vary. Expect the work you are given to be quite different from what you have learnt at university and embrace it! Don't forget that a clerkship is also an opportunity for you to figure out whether you would want to start your professional career with that firm or in that area of law.

What is expected from you?

Firms do not expect their clerks to know everything. Firms will run a number of training workshops related to research skills, getting to know the firm's resources, letter writing and drafting memorandums. These exercises will provide you with useful tips and skills, which can be transferred into the remainder of your university studies and future careers.

It is important to be yourself! Firms want to see how you fit in their culture and whether they should invest more time and effort into you. Being yourself is also important for you to determine whether or not that firm is a place where you see yourself working and thriving.



It is also expected that you will work hard and put in effort to meet and get to know the staff. It is important that you are enthusiastic and keen to learn more about the firm, even though the work can sometimes be tedious or difficult. It is also important that you're professional and courteous (and that you handle yourself properly at Friday night drinks and social functions...).

Buddy System

A lot of firms have a buddy system in place, which means you will be paired with a younger employee, usually a graduate or junior lawyer. You will be partnered with them throughout your clerkship. Your buddy is there to help you with any questions you may have and to assist you when you need it. Don't be afraid to ask questions – your buddy was in your position not too long ago. Be sure to interact with your buddy and ask them to coffee if they don't ask first!

Social Gatherings

Clerkships aren't just about working! Many firms will organise social events which provide a good break from all stresses of work and socialise with the wider community of the firm. You are likely to attend at least one Friday night drinks in the duration of your clerkship. If your clerkship is in December, you will likely attend the firm Christmas party and if you're clerking in either January or June, the firm will likely host a sit-down dinner or celebration of sorts.

It is important to make the most of these events. They are great opportunities to meet people from other practice groups in the firm and help you to get to know the firm culture and determine whether you would be a good fit at the firm. BUT, it is important that you behave professionally at all social events, you do not want to be that clerk who was too intoxicated or inappropriate at a social event.



GENERAL TIPS

The night before

Make sure that you have set your alarm and held the train or bus timetables, you do not want to be late on the first day of your clerkship. Make sure you have an early night because you want to feel fresh and ready to go - first impressions count!

Dress Code

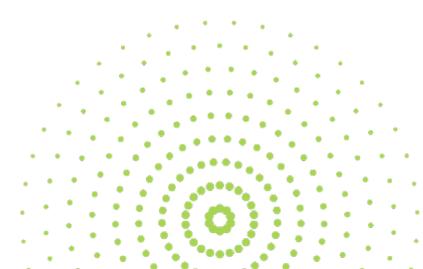
Most firms have a corporate attire dress code. This means suits including a tie or a mid-length dress or blouse with blazer and dress pants. Some firms don't require their staff to wear ties, but we recommend that you wear a tie on your first day. Be sure to bring a tie to work every day, just in case you need to go to court or a client meeting.

It is recommended that you bring a blazer with you every day in case you are required to attend a client meeting or court.

It is normal to feel nervous on your first day

Don't be! Remember that the firm was confident enough in your ability to choose you, so you should be as well! Your first day will usually consist of getting to know other clerks, familiarising yourself with the technology used by the firm, office tours and being introduced to your practice group.

ENJOY YOURSELF!



CLERKSHIP OFFERS DAY

What happens on offers day?

Offers Day is a set date where clerkship offers are given for almost all firms, you will usually know well in advance what day that is. Usually, the time for offers is from 9 AM to 1 PM.

What to do on offers day?

First, make sure you have a list (mental or physical) of the firms you prefer and in which periods. Make sure you know what period each firm offers (Summer 1 (Nov – Dec), Summer 2 (Jan – Feb), and Winter (Jun – July)). You will usually be asked to give a ‘period preference’ either prior to or after your interview at a firm. Be sure to have alternatives and be flexible in case you don’t get a certain firm or period.

Second, it is advisable that you wake up early on the day (before 9 AM) as some places call earlier than 9 AM. Most law firms first give you a call first, usually from a human resources representative or the Partner / Senior Associate who interviewed you. Should you accept the verbal offer, you will receive an email with the contract.

Third, if you have not received a phone call immediately, do not be disheartened. You have

until 1 PM to receive a call and usually if there is a delay it is likely because the Partner is stuck on a client call or is busy.

Do I have to accept the offer straight away?

You do not have to accept an offer straight away. The law firms understand that you may need some extra time to ensure that the period or firm fits with you. You can simply reply with ‘Thank you so much for the offer, can I just get back to you shortly.’ That being said, you should keep in mind that the law firms also have a deadline of 1 PM so as soon as you know which ones you want and don’t want to inform the respective firms expeditiously.

Finally, if you are successful enough (or applied to many) you might have to reject some offers. This is a daunting experience, but rest-assured the law firms are expecting some rejections. If you have to reject an offer or two just make sure you do so professionally. An example could be calling back and saying ‘Thank you so much for your time and the offer, unfortunately I cannot accept it because I have already accepted 3 others (or another reason).’

GRADUATES

I'M AT THE END OF MY DEGREE... NOW WHAT?

Graduate positions are roles targeted at students who have recently completed their studies. The programs give you hands on experience necessary to aid your entry into the profession. In law, this typically means a year of practical legal training.

When do I start thinking about Graduate Positions?

The earlier you plan for your future, the better prepared you will be for applying for graduate positions. As a rule of thumb, students should watch the market from the penultimate year of their degree to make informed decisions about where they want to apply during their final year.

WHAT ARE MY OPTIONS?

Private Practice

Most private practice firms and some in-house legal teams offer graduate programs. The programs are structured for students to integrate in the business, usually in rotations where students spend time in particular practice groups. The rotations will include a learning and development program which also includes non-technical skills development.

Read the Commercial Firm Directory to get an idea from employers about their graduate programs.

Australian Public Service

A graduate role here will transition you into a career in public service. The career paths in public service include government solicitors, working for the DPP, LegalAid, advisory or consultancy roles and many more.

Read the Government Directory to get an idea from employers about their graduate programs.

Where can I browse graduate jobs?

In most instances, Firms will advertise graduate jobs through their website. Research is the key to finding the firm and position that suits you. cvMail or GradAustralia are great starting points.

Most private practice firms, in-house legal teams and government organisations offer graduate programs. However, most graduates sourced by each organisation come from their previous pool of clerks or interns. An initial application will require a cover letter and CV in most instances.

Depending on the firm, you may also undertake personality or competency tests or answer questions about the firm, position, and suitability. Even if you've clerked there, some firms may require you to interview again.

Associateships

An associateship is a role which assists a judge with administrative, research and other legal tasks.

Judges from all different courts in Australia, from local courts to the high court, will hire associates. High court judges will hire two associates, one based in Canberra and one in their home state (known as a "travelling associate"). Other judges will usually hire a single associate per year.

While there is no official program, associates are expected to hit the ground running from day one. This means the majority of the time, the associate is in the courtroom, ensuring that the judge's day in court goes smoothly. The ultimate aim of an Associateships is to entrench themselves in the day to day occurrences of court proceedings, learn about standard procedure and build a strong network.

Read the Courts Directory to get an idea from students in these roles.

GRADUATE OFFERS DAY

What happens on offers day?

Similar to vacation clerkship offers, firms will usually start notifying students of offers for graduate positions at 9am on the day. In contrast to vacation clerkship offers, your offer will be valid until 5pm to provide you with some extra time to make up your mind.

What is a priority offer?

Many firms now make priority offers to applicants who have previously worked or undertaken a vacation clerkship with that firm.

What is an early offer?

Several firms offer graduate positions to students after completing their vacation clerkship. If you are lucky enough to receive one, it gives you assurance for the year ahead!

What is a market offer?

Some firms also use the standard offer system which requires all interested applicants to submit an application and proceed through an interview process before making offer.

WHAT ELSE COULD I DO?

Not everyone uses their law degree for a legal career. There are plenty of rewarding opportunities in other fields.

Options to consider might be:

- Accounting
- Advocacy
- Consulting
- Contract management
- Human resources / recruitment
- Investment banking
- Journalism / content writing
- Politics
- Public policy
- Regulatory investigation work
- Start-ups
- Teaching & academia

Just to list a few...



FINDING HELP

Your Network

Make the most of the people you know!

The legal community in Perth is tiny, and people are willing to help. Don't be afraid to ask questions during this process, as help is always just around the corner. Your peers, Blackstone and HR departments are all here to support you during the recruitment period.

Other Events

Blackstone runs events to prepare you for the applications ahead. Our presentations give you valuable insight into the recruitment process at some of the firms. Some initiatives include the Perth Law Careers Fair, Blackstone Mentoring Network, Clerkship Tips and Tricks Session (which usually involve particular firms) and the Mid Year Careers Fair.

IMPORTANT DATES 2023

CLERKSHIP RECRUITMENT

Applications open Monday 26 June

Applications close Sunday 30 July

Review and interview Monday 31 July to
Friday 8 September

Offers Made Friday 15 September (9 am)

Offers held open to Friday 15 September (1 pm)

GRADUATE RECRUITMENT

Offers Made Friday 21 July (9 am)

Offers held open to Friday 21 July (1 pm)

ADMISSIONS

At the completion of a law degree, in order to be admitted into practice a prospective practitioner must complete a practical legal training (PLT) course that complies with the training requirements for admission. There are many courses available, including the College of Law, Leo Cussen Centre for Law, Curtin Practical Legal Training and Piddington PLT.

These courses usually run for a year and require a prospective practitioner to complete additional study, whilst obtaining a certain number of hours of practical experience. Upon completion of the PLT course, prospective practitioners are required to file a Motion Paper with the Supreme Court at least two months prior to the proposed admission date.

This requires you to find a legal practitioner to move your admission at the ceremony. For more information, see the admissions section of the Supreme Court website. Within two days of filing the Motion Paper, you must then file a Notice of Application for Admission with the Legal Practice Board of WA, together with a copy of the Motion Paper and other supporting documentation.

Following the receipt of the application, the Legal Practice Board will place the required advertisements and the Supreme Court will write directly to you to confirm arrangements for the ceremony. The Board will file a compliance certificate with the Court, at least seven days prior to the admission ceremony.

Australia

Western Australia

In addition to a written application, several firms conduct online testing. The purpose of these tests is to assess your personality, your intellectual quotient (IQ), your emotional quotient (EQ), and to gauge how you deal with pressure. These tests can vary widely depending on the firm, and you generally cannot prepare for them. If you are therefore asked to complete a test, it is recommended that you give yourself ample time to do so, as online testing can be time-consuming. When completing online testing, ensure that you

find a quiet place where you will not be distracted. Finally, a good tip is to space them out and do them with a clear head. Do not try to 'smash them out' all in one day or back-to-back. After all, they are part of the assessment process.

Federal Jurisdiction

At a Federal Jurisdiction level, you are required to have gained a qualification of either an LLB or JD. Practitioners are required to be entitled to practice in the Supreme Court of their relevant State or Territory jurisdiction. You must then apply for the entry in the Register of Practitioners kept in the High Court of Australia.

New South Wales

In New South Wales, you are required to have gained a qualification of either an LLB or JD. Graduates must then complete a PLT in the form of Supervised Legal Training or a Practical Legal Training Course by approved providers. You must then lodge an application for admission, take and sign the oath and sign the Roll of Australian Lawyers on the admission day at the Supreme Court of New South Wales where they will receive their Certificate of Admission. After admission you may apply for a Practising Certificate issued by the Council of The Law Society of New South Wales in order to practise law in NSW.

Victoria

In Victoria, you are required to have gained a qualification of either an LLB or JD. Graduates must then complete a PLT in the form of Supervised Legal Training or Practical Legal Training Course by an approved provider. You will attend a ceremony in the Supreme Court of Victoria where you will take and sign the Oath and sign the Roll. Once admitted, a person may apply to the Victorian Legal Services Board for a Practising Certificate.

South Australia

In South Australia, you are required to have gained a qualification of either an LLB or JD. Graduates must complete PLT in the form of Supervised Legal Training or Practical Legal Training Course by an approved provider. The

Board of Examiners must formally accredit these qualifications prior to admission. You must then lodge an application for admission to the Supreme Court of South Australia. Once you have been admitted and sign the Roll of Practitioners, you must apply for a Practising Certificate with the Law Society of South Australia.

International Europe

Most European countries require both an LL.M and LL.B. You must then obtain a licence or diploma in one of the European countries which would allow you to practise in another. Membership of individual bar associations are sometimes required by States to use the title of 'lawyer', however, you may still practise law without it.

Hong Kong

In Hong Kong, you are required to be a valid legal practitioner in your jurisdiction of admission and to practise in the jurisdiction for at least three years. Hopeful candidates need to pass the Barristers Qualification Examination (BQE).

Singapore

You are required to be a qualified person (UWA graduate in the top 70% of your class), and a permanent resident of Singapore. You are required to pass the Bar before undertaking a five month training course in Singaporean law and finally a six month training contract with a law firm. If you have over three years of experience as a lawyer, you can take the Foreign Practitioner Exam to be admitted instead.

Japan

An Australian law degree won't be of much help for practising Japanese law in Japan. You would be required to get dual qualifications. It is therefore more pragmatic to practise Australian Law in Japan as a registered foreign lawyer with the Japan Federation of Bar Associations (JFBA).

New Zealand

Under the *Trans-Tasman Mutual Recognition Act 1997*

(Cth), as a registered practitioner in Australia, you are also able to practise in New Zealand. Once you are admitted in Australia, you will then need to be registered by the relevant court in New Zealand.

Canada

Gaining admission in Canada is quite difficult. You are required to have your qualifications evaluated by the National Committee on Accreditation in order to get a 'certificate of qualification'. The Committee may require you to sit exams on Canadian Law. You may also be required to complete additional courses at a Canadian Law School. In addition, there are specific requirements for each province, and you will have to undertake an articling program. You may need to do less time in this program if you are experienced as a lawyer in Australia.

United Kingdom

Admission in the United Kingdom requires an LLB or JD qualification. It requires you to take part in a PLT course. Lawyers who have been admitted to practise in Australia are allowed to practise in England and Wales as solicitors by transferring through the Solicitors Regulations Authority (SRA) under the Qualified Lawyers Transfer Scheme (QLTS).

Secondments

A 'secondment' is where a lawyer or graduate joins an in-house legal team or travels to work at another location.

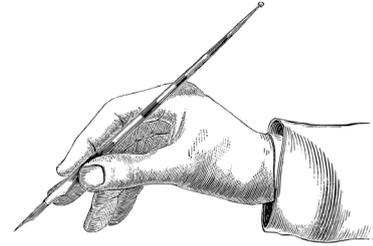
Secondments can range from intrastate, interstate or even international. Some firms may have a national or international presence and you may have the opportunity to work in those offices for various lengths of time.

Secondments are a great opportunity to experience what it is like to work in another country and jurisdiction. Usually, the firm will have processes and policies in place to make the practicing requirements more streamlined. Secondments are also a great way to travel, experience different cultures, and learn how your area of law is practised in different places.

APPLICATIONS

What do you need?

- **A CV**
- **Cover Letter**
- **Most Recent Academic Transcript.**



Additional Questions

Some firms will require you to answer additional questions as part of their application process. These questions are designed to find out more about you and your achievements, what you can offer the firm, why you decided to pursue a career in law and questions about your level of industry awareness. Further, some firms' additional questions are an alternative to cover letters. Your answers are your only chance to showcase your personality and make an impression to earn an interview. First impressions go a long way, so make sure you sufficiently spend enough time answering the question. As a law graduate, you must write clearly and persuasively, so demonstrate this.

Typical questions will involve asking you about specific situations, usually outside of university and your studies. For example, they may ask, 'what do you feel is your greatest achievement, and what challenges did you face in achieving it?' In other situations, your responses should convince the firm or organisation that you are interested in pursuing a career in law and your willingness

to work with that firm or organisation. Such questions may include 'what is your motivation for seeking a career in law?' or 'what has attracted you to this firm or organisation?' Additionally, some questions are asked for the firm to get to know you better. Your answer should try to capture what you truly enjoy doing outside of study. For example: 'tell us something outside of the law and your studies that you are passionate about.'

Firms and organisations want to know that you are interested in the industry and that you will be able to assist their clients and provide innovative solutions. It is important that you conduct research in preparation for these questions. Some example questions may be: 'identify a current commercial or legal issue that has attracted your attention recently. Why do you consider it important / why does it interest you?' or 'Who are the key stakeholders and what are the implications for those concerned?'



Online Testing

In addition to a written application, several firms conduct online testing. The purpose of these tests is to assess your personality, your intellectual quotient (IQ), your emotional quotient (EQ), and to gauge how you deal with pressure. These tests can vary widely depending on the firm, and you generally cannot prepare for them. If you are therefore asked to complete a test, it is recommended that you give yourself ample time to do so, as online testing can be time-consuming. When completing online testing, ensure that you find a quiet place where you will not be distracted. Finally, a good tip is to space them out and do them with a clear head. Do not try to ‘smash them out’ all in one day or back-to-back. After all, they are part of the assessment process.

Applications Tips

- First impressions count!! Your written application is the first impression you give to a firm so give it everything!
- Ensure you have addressed your cover letter to the correct firm and person to whom you’re applying. The last thing you want to do is miss out due to silly mistakes like addressing your cover letter to the wrong person/firm.
- Make sure to address the selection criteria the firm outlines. These are usually stated on their website.
- Avoid writing a generic cover letter and using it for multiple applications. Each firm has different values, and you want to ensure that you are tailoring each cover letter to each firm.

Networking Events

Many firms host a networking evening or a cocktail function as part of their application process. Firms will usually invite candidates that have been successful in receiving an interview with the firm.

These events are designed to see how you interact with the firm’s employees in a social environment. They provide the firm with a good opportunity to get to know you in a more relaxed setting, away from the stresses of the interview room.

At these events, it is best to speak to as many people as possible as doing so will help you to gain an understanding of the culture at the firm. It is also important to meet other applicants as this demonstrates that you are sociable, and these people may even become your future colleagues.

Networking Tips

- Always wear corporate attire;
- Be on your best behaviour. Don’t be ‘that person’ who drinks too much;
- Make sure you try to mingle and meet new people;
- Just be yourself! The firm has chosen you to be part of this stage of the recruitment process for a reason; and
- Be polite and courteous to everyone. This includes the other applicants and wait staff, firms do not take lightly to discourteous behaviour.

CRAFTING YOUR CV

WHAT IS IT?

A Curriculum Vitae (CV) or Resumé is a brief account of a candidate's education, employment history, qualifications, extra-curricular activities, and hobbies and interests. A candidate's CV is usually sent together with a cover letter and should be tailored to highlight skills and experiences relevant to the firm and position the candidate is applying to. Similar to a cover letter, it is the employer's first contact they have with a candidate and therefore, presentation, format and structure are all essential.

TIPS

1. Use professional language

- Highlight specific skills and qualifications relevant to the firm's application criteria.
- Keep your CV to two pages in length if possible.
- Proofread your CV, ask your family and friends to read over it as well. Spelling and grammatical errors can detract from the quality of your application.
- There is no single correct structure to use. Pick a professional format that you like and ensure you are consistent throughout your CV.
- Use headings to divide your CV into sections, such as education, work experience, achievements and interests.
- Avoid using large paragraphs for descriptions.
- Use short sentences and bullet points.
- Do not include a picture of yourself.

2. Personal Details

You should include your full name, address, contact number and email address.

3. Education

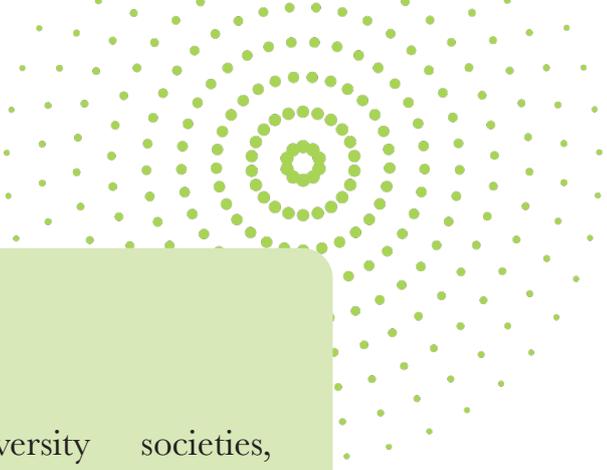
You should outline your education history in reverse chronological order and include the name of the course, the institution and length of study. For tertiary study, you should include your GPA and/or WAM. Feel free to include your secondary study, including your university entry mark.

4. Employment History

If you have extensive and relevant past experience, you may decide to include this first. You should outline all your relevant work experience, in reverse chronological order, beginning with your most recent/present employment. Ensure to include your job title, start/finish employment dates, name of employer and responsibilities. Be sure to include the skills you developed and any achievements or accomplishments if you believe they are relevant.

5. Extra-Curricular

In this section, include your involvement at school and university, alongside any community engagement.



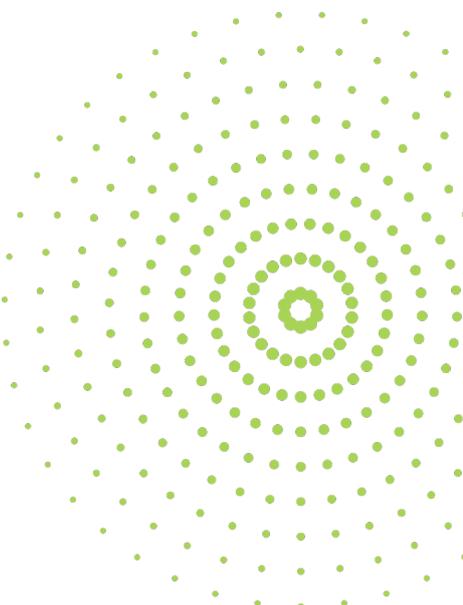
Examples include university societies, participating in competitions, sporting team or volunteering experiences. You should highlight the skills you developed in these positions, such as teamwork or leadership.

6. Others

You may decide to include other headings to suit your personal circumstances or which may be particularly relevant to the position or firm you are applying for. You can include other headings such as: Interests, Achievements, Leadership or Completed Courses such as first aid or computer proficiency.

7. Referees

Referees may be included at the end of a CV as a point reference which prospective employers may contact. Referees are usually former or current employers, a teacher, or someone who is able to comment on your work and skills in a professional setting. Try to avoid including personal references, such as family members or close friends. You do not have to include referees and it is sufficient to say 'referees available upon request' under the heading. If you wish to include referees, two is appropriate. Ensure you include the person's name, their position, the company name and their contact number.



Sample CV

Kindly Annotated by Corrs Chambers Westgarth

Harvey Specter

M: 0400 123 456 | E: harvey.specter@gmail.com

EDUCATION

The University of Western Australia, Juris Doctor

2019 – present

WAM: 77.833

- High Distinction in Contract Law and Torts

The University of Western Australia, Bachelor of Commerce (Business Law, Finance)

2016 – 2018

WAM: 80.750

- Golden Key Society, member by invitation (top 15% of cohort).

Harvard Senior High School, Western Australian Certificate of Education

2011 – 2015

ATAR: 99.65

SELECTED EMPLOYMENT EXPERIENCE

Florrick Agos, Legal Intern and Paralegal

August 2021 – present

- Placed in Ms Alicia Florrick's construction disputes team. I conduct research and prepare case and legislation memoranda.

Blue Circle Community Legal, Volunteer Paralegal

August 2020 – August 2021

- Conduct client interviews; draft Family Court documents, client letters and Criminal Injuries Compensation claims; conduct legal research in Contract, Equity, Tenancy and Employment.
- Prepare written submissions to the Australian Human Rights and WA Equal Opportunity Commissions and the WA Ombudsman. Research and apply the *Disability Discrimination Act 1992* (Cth) and related case-law.

The University of Western Australia, Sessional Tutor

2019 – present

- Facilitate classroom tutorials and mark assessments for Introduction to Law.
- Developed learning materials and oversaw transition to online teaching as the Head Tutor for Introduction to Law (2020). Achieved a final coursework average mark higher than pre-COVID-19 levels.

SELECTED VOLUNTEER EXPERIENCE

Blackstone Society Representative

2021

- Implemented a range of new initiatives and accordingly achieved a significant increase in student engagement.

REFERENCES

Available upon request

Commented [Corrs1]: Writing your name clearly at the top of your resume makes its very easy for the reviewer to identify the application.

Commented [Corrs2]: Ensure your contact details are correct - and include your LinkedIn profile too, if you have one.

Commented [Corrs3]: Using clear bold headings is a great way to layout different sections of the resume and make it easier for the reviewer to follow and read.

Commented [Corrs4]: Be aware of inconsistent formatting - and make sure the dates are right-aligned throughout your resume.

Commented [Corrs5]: Always include your WAM for your law degree. If you have won any unit prizes or awards, you can also include that information here.

Commented [Corrs6]: As noted above, be aware of inconsistent formatting and right-align the dates. And don't forget to proof and spell-check your resume too!

Commented [Corrs7]: If you choose to include your high school information, highlight any key leadership roles, achievements and exceptional ATAR scores.

Commented [Corrs8]: Consider using the word "Key" versus "Selected" when highlighting your employment and volunteering experience.

Commented [Corrs9]: Consider having some more spacing between the company name and job title (or put on separate lines), to make it easier for the reviewer to distinguish between the two.

Commented [Corrs10]: Using bullet points is a great way to outline your experience in a concise, but easy-to-read format.

It can be helpful to include any key achievements, or demonstrated skills that you have learnt on the job too.

Commented [Corrs11]: Be mindful of too much empty space in your resume, especially between sections.

Commented [Corrs12]: Most firms are interested to learn about your volunteering and extra-curricular activities, so this is a great section to include in your resume.

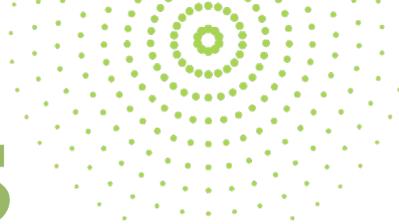
Consider outlining how many hours/days per week you volunteered in each role.

Commented [Corrs13]: Consider including your referees details, rather than noting they are available upon request.

Make sure the referees are current and, where possible, are people who have directly supervised you.

Commented [Corrs14]: Keep your resume to 1-2 pages max. You may also wish to include some information about your outside interests/hobbies, and your computer/technical skills too.

COVER LETTERS



A cover letter is a job application letter which candidates use to explain to an employer why they are qualified for the position and why they should be selected for an interview. It is the means by which an employer will be able to gain their first impression, and provides candidates to make their applications stand out from the rest.

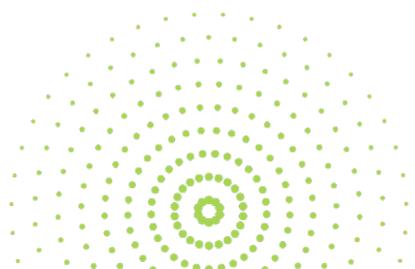
The Essentials

You should set out your personal details in the top right corner of your cover letter. This includes your name, address, email and contact number. Below this, on the left hand-side, you should include the name of the person you are addressing your cover letter to, their position within the firm, the name of the firm and the firm's address. The use of a heading (in bold) goes a long way in making the cover letter easy to read. Use this to state the position you are applying for – e.g. Application for 2023 [Firm] Clerkship Program.

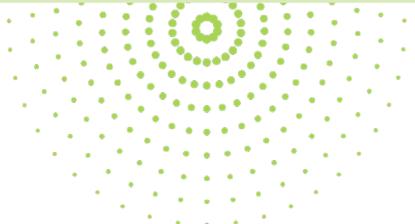
Start your cover letter with “Dear [name you are addressing the cover letter to]”. It is best to avoid addressing them as “Sir/Madam” or writing “To Whom It May Concern”, as it shows that you have not researched the firm. If you are ever unsure, ask the Blackstone Careers team or call the firm to ask. In most instances, the application will advise you to address your cover letter to a specific person, usually the Office Manager, Head of Human Resources, Managing Partner or Principal of the firm.

The Benefits of a good cover letter

A great cover letter will show off your achievements and focus quite heavily on why you want to work at a specific firm. It highlights how a candidate can contribute to the firm. Further, it shows how a candidate has prepared for their application by researching the firm, the nature of the position and ensuring that they address the selection criteria. It will also give the candidate the opportunity to demonstrate their communication skills and clarity of written expression.



Tips when writing

- Introduce yourself briefly at the start of the cover letter.
 - Make sure you state what year of study you're in and when you intend to graduate.
 - Keep your cover letter to one page.
 - Ensure your cover letter is addressed to the right person.
 - If you have a particular interest in an area of law you know the firm specialise in, make sure you mention this. Be sure to mention why it interests you and relate it to the firm.
 - Plan and write your cover letters well in advance.
 - Highlight your strengths and how you can use these to benefit the firm.
 - Write in first-person.
 - Ensure you tailor your cover letter to each firm and are satisfying the selection criteria.
 - Do not just repeat your CV. Give practical examples building on your CV.
 - Proofread your cover letter, get family and friends to read over it as well. Spelling and grammatical can make your cover letter look weak.
 - Avoid using big words and colourful adjectives. You should write in plain English; be clear and concise.
 - Ensure you send the correctly addressed cover letter to the correct firm (you would be surprised how many people mess up!).
- 

Suggested Structure

Introduction

The introduction should outline the name of your degree, how far into your studies you are, the position you are applying for and when you are expecting to graduate.

About you

This paragraph should set out the skills and qualifications you have that are necessary for meeting the selection criteria. You should support this with evidence or examples of your past employment history, extra-curricular activities and volunteer positions. Ensure you are emphasising your skills. These skills could include attention to detail, leadership, teamwork and ability to manage multiple tasks at one time. Then, provide examples of how you demonstrated those skills in a practical setting.

The organisation

This paragraph should outline why you are interested in the specific firm. Use evidence to support this, such as sharing similar values with the firm or identifying appealing aspects about the organisation. Additionally, conduct research into the firm, their various practice groups, any people you have met, interesting work that the firm is currently working on, recent matters the firm has completed or recent achievements or awards the firm has received.

Conclusion

A conclusion should thank the person addressed for their time and consideration of your application, and state that you look forward to hearing from them. Sign off with “yours sincerely...” or “kind regards...”.

Sample Cover Letter

Kindly Annotated by Corrs Chambers Westgarth

Harvey Specter
35 Stirling Hwy
Crawley WA 6009
0400 123 456
harvey.specter@gmail.com

Mr Louis Litt
Litt Wheeler Williams Bennett
333 Bay St
Toronto, M5H 2R2

Dear Mr Litt

Application for Litt Wheeler Williams Bennett 2023 / 24 Seasonal Clerkship

I write to apply for Litt Wheeler Williams Bennett's 2023 / 24 Seasonal Clerkship program. I am a penultimate year Juris Doctor student at the University of Western Australia (UWA). I also hold a Bachelor of Commerce degree (Business Law and Finance) from UWA. Litt Wheeler Williams Bennett is a leading firm that embodies excellence across diverse practice groups, and accordingly, I would be immensely privileged for a clerkship position.

I believe I am a suitable candidate, partially because I bring a heightened sense of commercial awareness. As a volunteer for a student-run management consulting charity, I am regularly afforded client interactions where I am responsible for analysing the client's objectives and providing them with a practical solution. A recent example of this was working in a team to design a tailored fundraising strategy for a client that furthered their strategic goals as a health charity in addition to raising revenue.

I also take pride in my strong work ethic, embodied by the length of my commitment tenures. Although I am yet to obtain commercial law experience, I am strongly committed to it. Volunteering at Blue Circle Community Legal exposed considerably to general legal practice. Further, I discovered an enthusiasm for client-focused commercial problem solving through business and consulting. Finally, I found the commercial law units the most engaging at university. Litt Wheeler Williams Bennett is known for excellence across both transactional and litigious practice areas. The above matters lead me to conclude I would value the opportunity to be exposed to an environment where lawyers are challenged to integrate commercial acumen with sound legal advice to provide innovative solutions.

Finally, I am drawn to Litt Wheeler Williams Bennett due to its reputation for fostering a culture of excellence, inclusion, friendliness and respect. In this regard, I spoke to Mr Michael Ross, Ms Donna Paulsen and yourself at the Perth Law Careers Fair, and Ms Katrina Bennett at the Blackstone Society's Speed Interview event. Everyone was eager to promote the supportive and relaxed atmosphere at Litt Wheeler Williams Bennett. Moreover, I understand Litt Wheeler Williams Bennett offers an initial one-year rotation for graduates, in addition to offering opportunities for secondments with leading international firms. A personal goal of mine is to work in a supportive environment whilst pursuing excellence, and it is clear that Litt Wheeler Williams Bennett satisfies this goal.

Thank you for your consideration of my application, and I look forward to discussing it further at your convenience.

Yours faithfully

Harvey Specter

Commented [Corrs1]: Ensure that you double check that your mobile number and email address are correct - so the firm can easily contact you.

Commented [Corrs2]: It is imperative that you address your application to the right firm, with the right address - this information is readily available on firm websites or career handbooks, so no excuses for getting this wrong! Where possible, include the name of the relevant HR contact too.

Commented [Corrs3]: It is good practice to include a subject heading for your cover letter, to clearly indicate what role you are applying for with the firm.

Commented [Corrs4]: Consider saying "I am writing" versus "I write" as this introduction flows a little more smoothly.

Commented [Corrs5]: It is helpful to indicate what year of study you are in - first year, penultimate or final year.

As mentioned in the next sentence, some firms are also interested to know what your undergraduate degree is too.

Commented [Corrs6]: This is quite generic - consider being more specific about whether the firm is international, national or local. Eg. "a leading international firm".

Commented [Corrs7]: Don't forget to proof read your cover letter. This sentence is missing a few key words.

Please also use concise language - it is acceptable to say you "would be privileged" to be offered a clerkship position, versus saying you would be "immensely privileged".

Commented [Corrs8]: Where possible, it is good practice to include an example to support a statement you have made about your skills, experience or traits.

Commented [Corrs9]: Use plain English when writing your cover letter. Don't try to use big words or uncommon phrases like this - keep it simple and straightforward.

Commented [Corrs10]: Consider commencing the paragraph with this sentence, and then outlining why you want to work for the firm with the other points listed in the paragraph.

Also demonstrate your knowledge of the firm by referring to a recent client matter, deal or award that you find interesting and has led you to apply to the firm.

Commented [Corrs11]: By referring to the firm's values, this shows you have looked at their website and/or spoken with employees of the firm. It demonstrates you have invested some time and are interested in getting to know the firm you are applying to.

Commented [Corrs12]: You can easily personalise your cover letter by mentioning you have met employees of the firm at campus events, or attended a firm-sponsored event. This further demonstrates your interest and engagement with the firm.

Commented [Corrs13]: It is good practice to format your cover letter to fit on one page. And signatures are not required for applications uploaded online. You are now good to go!

Interviews

INTERVIEW OFFERS

Congratulations on receiving an interview!

The firm now wants to know whether you will be a good fit in their firm. The interview is an opportunity for you to showcase your personality while highlighting your skills, talents, experience, and knowledge of the job. Firms will look to ask you to elaborate on your CV and cover letter to assess your suitability to work at the firm.

TYPES OF INTERVIEWS

Generally, there are two types of interviews, individual and group interviews.

Individual Interviews

Individual interviews are usually conducted by the human resources team along with another member of the firm (often a Partner) in a traditional interview style. Some firms will use a generic question list whereas other firms will speak purely to your CV and cover letter. They are trying to get to know you better and understand how well you could fit within their firm. They are assessing your personality and characteristics and how you would fit into their office culture. They are looking for people they would like to work with, standing shoulder to shoulder. It's important that you remain friendly and smile. In an individual interview you could be asked a range of questions. These can be broken up into two main categories. (For examples check the sample questions below)

First, general or personal. These questions focus on your personality, experience, and achievements. Firms will generally ask you about things you have achieved, why you chose to study law, and things you included in your CV and cover letter.

Second, technical and situational. These questions focus on your ability to overcome adversity and your knowledge of the legal and commercial world. It is best to come in prepared for these questions. Research the firms and run mock interview sessions with friends, family, or colleagues.

Group Interviews

Group interviews are designed to assess your ability to work in a team setting. More often than not, you will be required to discuss a problem scenario or case notes as a group. The problems tend to be generic in nature and often focus on ethics and technical related questions. It is important to communicate effectively with your team members and work together to achieve a common goal. Showcase both your ability to lead and your ability to work well as part of a team. If there is a member of your team who is being shy, ask them for their opinion on the matter and empower them to be included into the group. Be careful not to do this in a condescending way though! There will be one or two 'silent interviewers' present in the room who will observe the dynamics of the team and assess the problem scenario.

BEFORE THE INTERVIEW

Preparation & Research

The interview stage is a great opportunity for you to set yourself apart from the rest. Be diligent and prepare for your interview by conducting research in order to gain a better understanding of the firm. Interviewers will want you to demonstrate your interest in the law, the firm and exhibit a desire to join them. You should conduct research into the firm's culture, what they look for in prospective employees and, if you are told beforehand, the interviewers themselves. Be prepared to answer questions regarding some of the experiences that you have outlined in your CV and cover letter.

Further, you should conduct research about the actual job and what it entails. You should have an in-depth understanding of the job description and be ready to express why you are the best person for the role.

The firm's website is a good place to start when putting your applications together. You will find the firm's values, various practice groups, employee biographies, recent transactions and information about clerkships and graduate programs. You may also discover whether the firm engages in pro

bono or volunteering activities.

The Australian Financial Review and Lawyers Weekly are also great sources to help you understand the commercial climate. Many firms will look for candidates that are up-to-date on current affairs, especially those that include clients of the firm.

Be Yourself!

Don't walk into an interview pretending to be someone else. You want the firm to hire you for who you are not the person that you are pretending to be. Who you are is something special. Read through your CV and cover letter thoroughly. Remind yourself of all the achievements and experiences that you have listed and be prepared to share anything you may have learned in a well-structured manner. Be honest. Be confident.

Be YOURSELF!

Networks

Use the network of the people you know to ask them questions. This could be your peers, the Blackstone Committee, or relevant HR departments. Talk to people who work or have worked at the firm that you are applying to. Ensure that you are speaking to a range of people to gain a holistic perspective of the organisation. The key is to try to build relationships early and maintain them throughout the year, so your contact doesn't feel 'used' when you need to ask them for help before an interview. Also remember that people love helping one another and that they will feel honoured that you are asking them for their advice and opinion, so never feel afraid to reach out!

The Blackstone Careers Portfolio hosts several networking events throughout the year, and are a great way to meet representatives from the major law firms in Perth. These networking events offer the opportunity for prospective candidates to ask questions about what they look for in an applicant. Candidates should also ask representatives what it is like to work at their firm and how they would describe the firm's culture. These will all form indicators for what the firm is looking for when they are hiring applicants.

Finally, don't be afraid to just cold-call / email lawyers at firms and areas of law you are

interested in and ask for a coffee. Be respectful in your approach and don't let any rejections wear you down. These are professionals and are sometimes just simply too busy to meet up. Most people really enjoy talking about what they do and helping others. Remember they were once in your shoes and know how difficult the process is!

WHAT NOT TO DO IN AN INTERVIEW

- Arrive late;
- Poor presentation, improperly dressed and or lacking in cleanliness; » Bad manners, lack of eye contact;
- Addressing the interviewer by the wrong name;
- Cutting off the interviewer mid-sentence to answer;
- Inability to listen/not answering the questions properly; and
- Having little or no knowledge about the organisation.

NB: If you have lied on your CV, this will be where you get caught out. It is therefore important to be truthful on your CV so that you speak from experience rather than having to make up a story on the spot!

HOW TO ANSWER QUESTIONS

One method which is widely used is the STAR method. This method is useful because it provides a framework which you can use to ensure you are adequately answering the question :

- **Situation:** Set the scene and give the necessary details of your example.
- **Task:** Describe what your responsibility was in that situation.
- **Action:** Explain exactly what steps you took to address it.
- **Result:** Share what outcomes your actions achieved and reflect on what you could have possibly done to improve.

The best way to prepare for interview questions is to practise. We have included some example questions below, which you can use to practise the STAR method to ace your interview!

SAMPLE QUESTIONS

Personal Questions

- Tell me about yourself.
- Where do you see yourself in five years?
- Describe a time you have demonstrated leadership skills?
- What is your greatest weakness?
- Describe a time when you conflicted with another member of a team.
- Describe a time when you were faced with a difficult problem. How did you approach it?
- What has been your most enjoyable unit?
- What has been your least enjoyable unit?
- Tell me about a time you worked under pressure?
- Why did you leave your previous job?
- What is your greatest achievement?
- What is your biggest regret?
- Describe a time when you had to meet a difficult deadline. How did you approach it?

Law Questions

- What has inspired you to take up a career in the legal profession?
- What made you decide to practice in your particular area of law?
- What is a current issue facing the legal profession? How do you see it affecting the future?
- What is a recent commercial / legal issue or case that interested you and why did it interest you?
- Why are you interested in commercial law? (If you are applying for a commercial law position ensure that your answer shows a genuine interest in commercial law)

Firm Questions

- What makes you want to work at this firm?
- What skills can you contribute to this firm and this position?
- How do you see our firm differentiate itself from our competitors?
- If there was one thing you would change about our firm, what would it be and why?
- Why this firm?
- Why this specific area? (If you have expressed an interest in a specific area of law make sure you can answer why)
- Potential Questions for Candidates to Ask
- What is the most exciting/interesting part of working for this firm?
- Why did you choose to work here?
- What attracted you to working in your practice group?
- What would an average day as a clerk be like?
- What tasks would a clerk be required to undertake?
- How often is feedback provided?
- Does the firm offer any international opportunities?
- Does the firm engage in any community activities, if so what?
- How would you describe the 'culture' at the firm?
- Does the organisation have policies in place for diversity and inclusion?
- Do you have any advice for someone interested in a career in law?
- How is the health and wellbeing of employees encouraged in the firms?
- Why did you choose to work here?

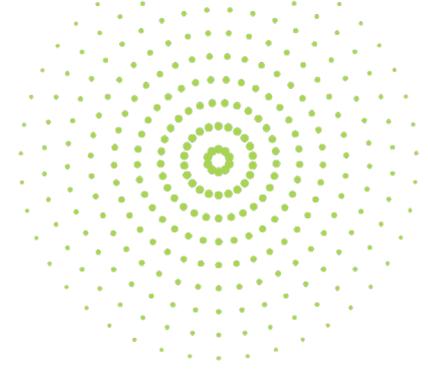
Towards the end of an interview, the interviewers will most likely ask if you have any questions for them. This is a great way to show your proactive nature and show them that you are prepared. Try some of the questions above to get the ball rolling.

PRACTICE GROUP INSIGHTS

BANKING & FINANCE

Allens

Alastair Henderson, Senior Associate



Alastair joined Allens Perth as a clerk in 2017 and went on to join as a graduate. He shares his insights into a day in the life of a BAF lawyer.

What is ‘banking and finance’?

When I was a student, I had next to no idea what a banking and finance lawyer did! Are banking and finance lawyers smooth-talking corporate fixers, like Harvey Specter from Suits? Are they geniuses with photographic memories, like Harvey’s protégé, Mike Ross? Or are they menacing figures lurking in the shadows, like Hall from Billions? Having worked in the Banking & Finance team at Allens, I can now firmly debunk these myths! And if you are already in the know, you are certainly well ahead of me when I was a student.

The Banking & Finance team is a transactional group that assists both lenders and borrowers to negotiate and complete their debt-financing transactions. Given the nature of finance, where projects and companies require debt funding at short notice, banking and finance lawyers often operate in a fast-paced environment, where short deadlines must be met, and highly commercial advice is expected. Banking and finance transactions vary significantly, depending on the type and scale of finance being sought.

Examples of common finance transactions are:

- General corporate finance: this is the means by which companies finance their day-to-day operations. Financiers lend money to companies under a loan agreement, which is often supported by a guarantee or a security interest over the assets of the company.
- Debt capital markets: more common in the United States, this is when companies raise debt directly from debt capital markets through the use of instruments such as bonds

and notes in the international and domestic financial markets.

- Acquisition finance / leveraged finance: this involves the borrowing of debt to acquire another company. This method can significantly improve the returns on equity to the sponsors (purchasers) and is common among private equity firms.
- Project finance: is the means projects use to fund their development and expansion. This can include infrastructure projects such as gas pipelines, mines, and hospitals.
- Property finance: the funding of an acquisition of property through debt.

The role of a junior lawyer on a banking and finance transaction

Given the fast-paced nature of banking and finance transactions, junior lawyers are often called on to assume significant responsibility on transactions. This frequently includes undertaking client-facing tasks from very early on, such as attending settlements, emailing the client, and opposing counsel, as well as picking up the phone and speaking with clients. While these tasks can be quite intimidating at first, their learning value is significant, and the skills they help you develop accelerate your progression as a lawyer.

Banking and finance teams require lawyers to draft and review a significant volume of financing contracts. Junior lawyers are often called on to draft the first ‘cut’, or draft, of a contract. This provides excellent drafting experience, which is a highly valued skill for a corporate lawyer.

What support and training do junior lawyers receive?

Allens places enormous emphasis on the training of junior lawyers. In addition to the training that

all junior lawyers receive, there is a whole range of banking and finance-specific training available. As part of the induction into the Banking & Finance team, junior lawyers from each of Allens' four Australian offices are flown to Sydney for two days of national training with partners and staff. We also receive weekly training to help build our knowledge of banking and finance law, including by looking at hot topics in the industry.

Clerkships are an excellent opportunity to explore unfamiliar areas of law. I would highly encourage you to consider a clerkship or rotation in banking and finance, as the technical and soft skills that junior lawyers develop in this area will improve how you practice, wherever you decide to specialise. Find out more at graduates.allens.com.au

PROJECTS & ENERGY TRANSITION

Ashurst

Our multi-disciplinary team navigates the complex projects and energy sectors to ensure our clients' success in both developed and emerging markets.

The global projects industry is in an exciting time of change and opportunity, from technology advancements and a drive towards net-zero to a widespread focus on climate change. To support this transition, both governments and the private sector need delivery partners and unique solutions to provide the framework for our evolving world.

Ashurst provides a strategic partner to support industry participants in navigating this shifting landscape. Through advising on the full range of market participants in many jurisdictions, we have developed a strong understanding of the market overall and provide a unique holistic offering. Our people have deep knowledge of industry sectors such as energy and resources, transport, social infrastructure, financing, and the digital economy, allowing us to provide innovative insights to help clients overcome commercial challenges and achieve a competitive advantage.

Energy transition

With rising demand, a drive towards decarbonisation, and a universal focus on climate change, the global energy industry is in a state of transition. Ashurst operates at the heart of the global energy industry, providing an end-to-end expert advisory service covering the full energy value chain, with deep knowledge of the

energy transition including hydrogen, carbon capture, battery storage and emerging renewable technologies.

Ashurst is an ideal strategic partner to support industry participants in navigating this shifting landscape. We have a team of lawyers who are dedicated to, and work exclusively in, the energy industry. This spans all aspects of work of relevance to your business, including greenfield project development, M&A, energy regulation, corporate finance, joint ventures, commercial agreements, project financing, environmental and planning law, maritime/shipping law, and dispute resolution, together with associated areas such as competition and regulation, tax and international law.

Transport and infrastructure

Whether it is a hospital development, funding a new road or railway or planning the next stage of an airport, or managing the governance of a railway, our expertise covers all aspects of transport and social infrastructure. We operate at the heart of the industry, collaborating with our colleagues who plan, build, finance, invest in, manage, and operate transport infrastructure. With a commercial and practical approach, we combine in depth knowledge with legal knowhow to help enable some of the most complex and critical infrastructure and PPP/P3 projects worldwide.

Our in-depth knowledge of the industry and our

history of working with governments, sponsors and financiers means we have a comprehensive and balanced view and understand how projects work from all perspectives. We combine pragmatism with practical understanding, innovation, and a rounded perspective to deliver complex projects.

Cities and Precincts

As cities continue to develop and evolve to maintain pace with consumer demand, there is a greater focus on major urban regeneration projects that combine practicality and function with sustainable development. Our expert team assists clients to develop and deliver these projects in high density environments, working closely to driver master developments in developed and emerging cities.

We focus on project objectives to develop a tailored approach to renewal strategies, leveraging off our digital technologies, infrastructure, telecommunications, transport, utilities, sustainability, and energy teams to capture value immediately.

Planning, environment, and native title

Our practitioners focus on all aspects of environmental and planning law for major infrastructure, resources, and energy projects, including environmental assessment and approval strategies, permitting, investigations and compliance, due diligence and environmental risk management, contaminated sites, water, waste and advice and submissions on legislation and policy. We have skilled capability in emerging areas of environmental regulation such as clean energy, climate change and water trading.

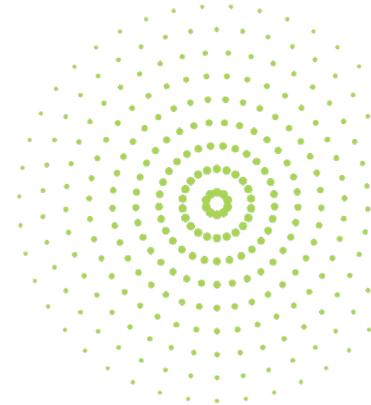
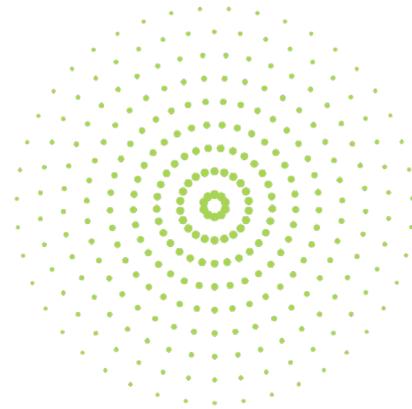
With comprehensive front-end and back-end environmental and planning expertise, we have extensive experience in delivering solutions geared to ensuring compliance with legislation in a manner consistent with our client's corporate objectives.

Natural resources

During the energy transition, the world will remain reliant on natural resources for decades to come.

To help our resources clients with the transition, we assist with the process of decarbonising their projects, ensuring that the carbon footprint is responsibly managed whilst supporting resource development.

Our team offers multi-disciplinary expertise across all facets of large scale, complex resources projects, including mining, oil, and gas. Our experience spans the full spectrum of the project value chain, in every aspect of exploration, development, financing, operations, marketing, shipping and into closure and decommissioning. We seamlessly integrate this expertise across disciplines including dispute resolution, M&A, safety and employment, property, environment, competition, and tax.



COMMERCIAL LITIGATION

Clayton Utz

Paris Buti, Lawyer



At Clayton Utz in Perth, the Commercial Litigation Practice Group is comprised of three teams led by the partners Nick Cooper, David Benson and Scott Crabb. The Practice Group is a general commercial litigation group with a focus on certain key strategic sectors, namely energy and resources, financial services, and government, as well as key strategic practice areas, namely anti-bribery and corruption, insurance, regulatory investigation and enforcement, and intellectual property disputes.

I am a junior in Nick Cooper's team which is a reasonably large team featuring one partner, two special counsels, three senior associates and four junior lawyers and graduates.

The key matters that this team has recently worked on or is currently working on include:

- **AkzoNobel:** Acting for AkzoNobel (a global paint and performance coatings manufacturer) in Federal Court proceedings where it is alleged AkzoNobel engaged in misleading and deceptive conduct in relation to the properties and performance of coatings used on the USD\$37 billion Ichthys LNG Project in Darwin and offshore Western Australia. The Ichthys plant is ranked amongst the most significant oil and gas projects in the world.
- **Wright Prospecting Pty Ltd:** Acting for Wright Prospecting Pty Ltd in relation to high value disputes concerning royalty entitlements arising from the extraction of iron ore and proprietary interests in various mining tenements in the Pilbara Region of Western Australia. This includes, working in conjunction with Clayton Utz's Brisbane office in a high-profile dispute with Gina Hancock's Hancock Prospecting Pty Ltd over royalties relating to the Hope Downs mine.
- **Alcoa of Australia:** Advising Alcoa about a variety of contentious matters including in relation to a power outage at the Portland Smelter, electricity supply and hedging arrangements, supply contracts for on-site services, its CO2 liquid and gas supply contracts, and easement and restrictive covenant issues.
- **State of Western Australia:** Advised the State of Western Australia (the State) in relation to the introduction of the Iron Ore Processing (Mineralogy Pty Ltd) Agreement Amendment Bill 2020 including Parliament's plenary power, potential actions Mineralogy parties may avail themselves of, assisting with drafting the Bill, briefing opposition parties and representing the State in litigations related to legislation.
- **Premier of Western Australia:** Acted for the Premier of Western Australia in the high-profile defamation proceedings involving Clive Palmer.
- **Ahpra:** Acting for Ahpra (the Australian Health Practitioners Regulatory Agency) in a variety of regulatory disputes.

As a junior in these types of matters you can expect to be involved in detailed legal research, drafting legal advice, as well as being involved in court hearings.

You will also have the opportunity to work closely with counsel from around Australia. This is a great opportunity to learn from highly experienced legal practitioners.

I highly recommend Commercial Litigation as a practice group for people who are interested in a diverse area of law which combines legal advice work with opportunities to be involved in contentious and often high-profile disputes before the Courts in a variety of jurisdictions.

TECHNOLOGY, MEDIA & COMMUNICATION (TMT)

Herbert Smith Freehills

You've probably seen the alluring abbreviation "TMT" and wondered what this practice group is. Sadly, we have no relation to the 1975 classic by AC/DC, nor are we a group of mutant reptile vigilantes fighting crime from the sewers.

The Technology, Media and Telecommunications (TMT) sector we work in is a fast moving and dynamic area, constantly experiencing change as technology evolves and the law tries to keep up. The Herbert Smith Freehills TMT practice is one of the largest in Australia, with offices in Perth, Brisbane, Melbourne and Sydney, and is one of the only dedicated TMT practices in the Perth market. Our Perth TMT team is led by Partner, Tony Joyner, who was the Global Head of TMT for 10 years.

Our Perth TMT team has a broad range of expertise in relation to technology and services agreements; artificial intelligence and data; IP ownership and licensing; information security and privacy. We regularly advise clients on the tendering and procurement of software, hardware and related services; the commercialisation of technology and on IT and IP governance.

In the privacy space, our team advises a range of clients on their obligations under privacy legislation. This can involve delivering training sessions and drafting documents to support clients' internal and external practices. The team provides support to our leading Corporate Mergers & Acquisitions team, advising on the technology, privacy and intellectual property aspects of various transactions. Our team also regularly provides pro bono assistance to local and national clients, recently providing advice on trademark rights protection.

Despite the name, our Perth TMT clients are not

limited to technology companies. In fact, we assist clients from a range of sectors including utilities, energy and resources, health, MedTech, tourism, government, and various not for profits. Some of our recent notable client matters include assisting:

- Artrya, an ASX listed health tech company, on the provision of its world-leading artificial intelligence based cardiology diagnostic platform;
- BHP on its rail automation, 4G LTE network and mobile mining equipment projects; and
- the State Solicitor's Office in relation to its transformational GovNext-ICT project.

As a junior lawyer in the Perth TMT team, you will be involved in a variety of tasks including drafting agreements, conducting legal research, attending client meetings, reviewing agreements and corporate documents for potential legal risks and assisting in the preparation of industry relevant presentations. There are also opportunities to go on secondment. Juniors in the Perth TMT team have been placed at BHP and Tattarang in recent years, where they worked closely with in-house legal counsel on a range of commercial matters and developed a greater understanding of each client's business.

BANKING & FINANCE

King & Wood Mallesons Damon Scurria, Solicitor

During my time as a solicitor in the Banking & Finance team, I have had the opportunity to work on a variety of transactions. These include a project financing, a large, syndicated financing and a securitisation transaction (to name a few). This is one of the aspects of working in the Perth Banking & Finance team that I most enjoy as it means that the work you are exposed to as a junior lawyer is incredibly diverse. No day is the same as the one before it!

King & Wood Mallesons is the only firm in Australia to have tier one rankings from authoritative industry guide Chambers and Partners – across all disciplines in banking & finance. This means we're independently recognised as the firm which works on a diverse range of complex, market-leading transactions. Our Banking & Finance practice group is involved in structured finance, project finance, syndicated and corporate finance, leveraged and asset finance and property finance transactions. Our clients include major banks and some of the largest companies in Australia and internationally.

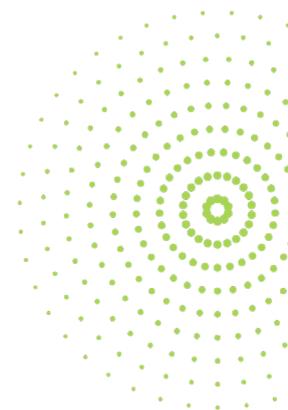
During my time at university, I never understood what it meant to be a banking & finance lawyer. However, as a solicitor in the Banking & Finance team at KWM, I now appreciate the interesting and challenging nature of this area of law. The day-to-day involves taking concepts you are taught during your studies of contract, corporations, property and trusts law and applying them in a real-world commercial context.

I have undertaken a range of tasks as a solicitor in the Banking & Finance team. Generally, it is the senior lawyers who negotiate and draft the facility (loan) agreement. However, as a junior lawyer you are given the opportunity to attend client meetings

and to prepare a variety of other documentation involved in the transaction. This may include security documents, various ancillary documents and a completion agenda.

The role of a junior lawyer also involves completing due diligence. While the thought of completing due diligence often scares law students, as a junior lawyer it means that you have the first opportunity to review the documents that inform the transaction. This allows you to develop a deep understanding of the commercial background to the transaction and to identify any potential issues that may arise. The due diligence process also heavily informs the negotiation and drafting stages of the transaction.

On a personal level, one of the highlights of my time at KWM involved taking part in a secondment to our Sydney office for one of my graduate rotations. During my time in our Sydney office, I worked in our Corporate & Financial Litigation team. This opportunity allowed me to gain exposure to an area of law which I would not otherwise have had the opportunity to practice in. It also provided me with the opportunity to work with lawyers in our Sydney office and to build lifelong friendships.



WORKPLACE

MinterEllison

Employers, from global organisations and Australia's leading corporations and government entities, to local and privately owned companies, rely on MinterEllison's top-tier expertise and insights. They value our responsive, commercial approach. We are curious by nature, diverse in our approach and authentic in our relationships.

Our line of business

Our Workplace practice is recognised as one of the leading workplace and safety law practices both in WA and across Australia. We are truly national, combining the expertise of 140 dedicated employment experts across all major states.

Being a part of our workplace practice means advising clients on the full spectrum of issues that may arise, including:

'day-to-day' employee matters such as:

- drafting and settling employment contracts and remuneration plan rules
- reviewing and updating policies and procedures in line with current legislation
- conducting due diligences and drafting/negotiating contracts in relation to the employment-related aspects of sales of businesses, outsourcings, and privatisations

periodic issues such as:

- representing employers in industrial disputes – including appearing before the Fair Work Commission on dispute notifications and seeking orders against industrial action
- advising and representing employers in enterprise bargaining – including in relation to negotiations and associated issues of good faith bargaining, in drafting or settling enterprise agreements and in the approval process before the Fair Work Commission
- advising clients and their officers on compliance with safety laws

- advising and representing employers in relation to workplace change and restructures

incidental issues such as:

- litigation – including unfair dismissals, adverse action complaints, breach of contract claims, post-employment restraint proceedings and safety prosecutions
- conducting investigations or providing legal advice following an investigation
- advising clients regarding significant workplace law reform, including the impact on corporate strategy

We also conduct training for employees, managers and Boards on all employment compliance matters – including appropriate workplace behaviour, conducting investigations, managing ill and injured workers, performance management, WHS, restructuring and change management.

Our clients

MinterEllison's workplace practice provides services to public and privately listed companies, all levels of government and government trading enterprises across Australia.

We work closely with HR professionals, internal counsel, executives and line managers to mitigate risk at all stages of an employment relationship. We appreciate that each workforce is different, with unique characteristics and culture, and pride ourselves on getting to know our clients' operations. This allows us to provide advice that is useful, practical, commercial and easily implemented.

Our practice in WA

Our WA Workplace practice, led by Partners Kathy Reid and Craig Boyle, is recognised by clients and peers to be among Perth's top tier employment law specialists. With over 50 years combined experience, our Perth Partners have a well-established track record of assisting major WA employers across a variety of industries. We provide advice to a range of WA's largest employers across the resources, construction, transport, agriculture, defence, education, health and government sectors.

At our core, MinterEllison values excellence, curiosity and collaboration. Our Perth practice embodies excellence through our market leading work with organisations such as Rio Tinto, BHP, South 32, CBH, Woolworths, the Department of Defence, Synergy and Murdoch University. We are trusted by high profile clients to deliver clear, precise and comprehensive advice which our lawyers are known for.

We are curious, emphasising the importance of continued professional growth and development to ensure that we remain at the forefront of the workplace-law space. Working with our Perth team means having access to extensive training opportunities, both internally and externally, with a focus on progressing your knowledge and experience. Our market leading Workplace Academy training program combines national education modules delivered on-line with face-to-face and on the job training.

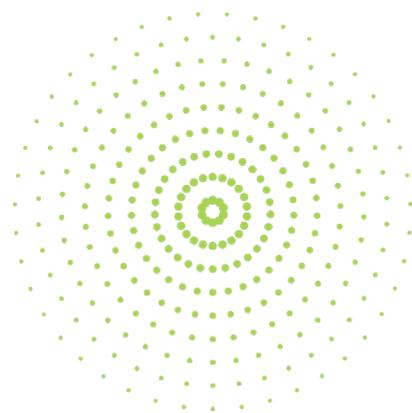
We know that our ability to create positive social impact is strengthened when we collaborate with our community partners. Through our Pro Bono and Community Program, we aim to address unmet community need through the provision of pro bono legal services. Our Perth team has partnered with FORM, a not-for-profit organisation focussed on leading the development of a vibrant creative economy across WA, to provide pro-bono legal services on a range of employment issues.

In addition to providing pro bono legal advice, our work with various social enterprises across WA reflects our commitment to driving systemic change that benefits vulnerable groups within our community.

Throughout MinterEllison's 16-year partnership with the Australian Business and Community Network (ABCN), our people have mentored students from schools in less advantaged areas and in 2022 alone we worked with more than 600 high school students across Australia. Our partnership with ABCN takes many forms. Our Perth office recently hosted an ABCN event and donated 15 laptops to Cecil Andrews College. Through our Community Investment Program, we have a particular focus on supporting young people who experience barriers to education, employment and other opportunities.

The inclusive diversity of the Perth team is one of our strengths. We value our culture and are committed to creating sustainable value for our clients, our people and our communities.

Join our team and gain valuable experience while helping our clients achieve their business goals.



02

THE COLLEGE OF LAW

waadmin@collaw.edu.au

Ground Floor, Durack Centre
263 Adelaide Terrace, Perth

How does your course differ from other PLT courses?

At the College of Law, we understand that life can get busy, and you might have a lot on your plate. That's why we've designed a flexible PLT program you can build yourself. You get to choose your own pace and learning style. Whether you prefer to study from the comfort of your own home or attend workshops in person, the choice is yours. You can also start the course when you're ready, with rolling intake dates throughout the year, and study at a time that suits you best - whether that's early morning or late at night. Our goal is to support you in achieving your legal career goals, by making the PLT program tailored to your needs.

How is the course structured?

The PLT course has three main parts: coursework, work experience, and continuing professional education. To get started, we'll have five days of live workshops either online or on campus where you'll meet your instructors and fellow students. After that, you can continue your learning at your own pace online.

Unlike university, we don't have formal lectures, essay writing, or written exams. Instead, you'll complete tasks that simulate real-world situations. You'll work on cases, deals, and transactions, just like you would in a law office. And throughout it all, experienced lawyers will be there to guide you.

When does the course start?

We're the only PLT provider in Western Australia with intakes starting every month, so you can begin the course at a time that suits you.

See our website collaw.edu.au/learn-with-us/our-programs/practical-legal-training-programs/practical-legal-training-course-dates

How long does the course run for?

You can complete the Practical Legal Training program in as little as 15 weeks if you study full-time. If you work full-time or have other commitments, the part-time course is 30 weeks long, making it an ideal option.

How do graduates enrol?

To enrol, simply visit collaw.edu.au and fill out our online application form, which takes less than 15 minutes to complete. Enrolments close one week

before the course start date.

What work experiences are students able to choose from?

We offer a range of work experience options to suit your needs, whether you have a full-time legal job or haven't cracked the job market yet. You can choose from:

- 0 days + additional 8-week online program
- 25 days + additional 5-week online program
- 75 days

And you'll have access to a career coach who can help you search, apply, and interview for jobs, and plan your career.

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

We offer full-time and part-time options, and our workshops are available on weekdays and evenings to accommodate your lifestyle.

Where are students able to find more information?

If you need more information, you can visit collaw.edu.au/PLT or contact us on (08) 9214 0200 or waadmin@collaw.edu.au

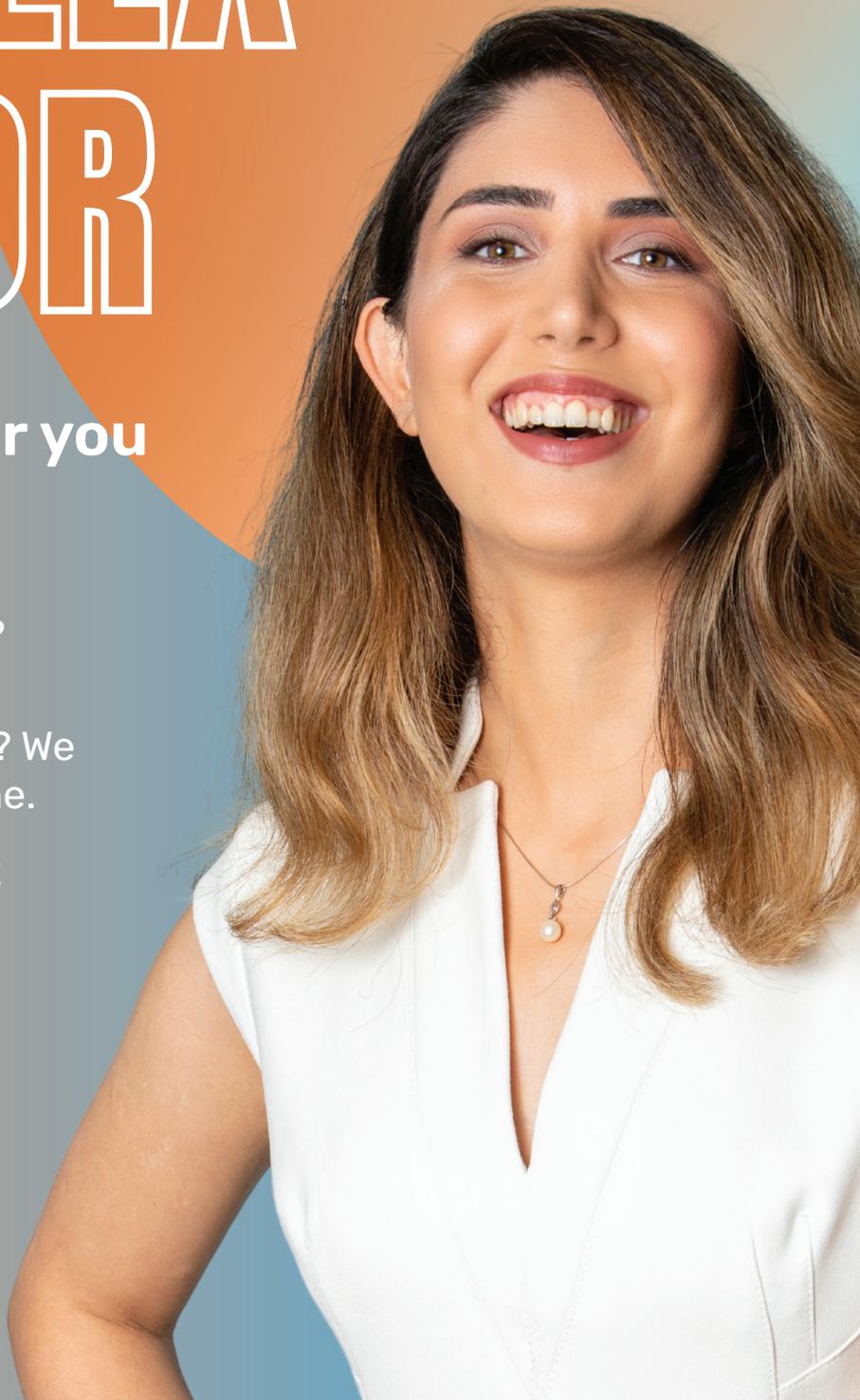
PRACTICAL LEGAL TRAINING

THE FLEX FACTOR

PLT built by you, for you

- Want a career coach?
We've got you covered.
- Prefer evening workshops?
You got it.
- Tired of exams and essays? We
are too. Consider them gone.

At the College of Law you'll get
the flex factor to bring your
true self to how you study.



Learn more at collaw.edu.au/PLT



LEO CUSSEN

Murdoch University
80 South St, Murdoch

leocussen.edu.au/chat

leocussen.edu.au/plt

How does your course differ from other PLT courses?

By completing your PLT with Leo Cussen, you'll stand out in the profession as the Whole Lawyer. As a Whole Lawyer, we'll not only develop your technical legal skills, but also your adaptability, character, and human skills so you can enter the legal profession as a confident lawyer from day one. These are the skills that employers are looking for in law graduates.

You'll put your learning into practice and discover what it takes to be a real lawyer in a simulated law firm environment. Throughout the program, you'll be supported by an experienced lawyer who acts as a mentor. Your mentor will provide you with personal support, advice and industry insight as they guide you through the program.

How is the course structured?

Through Leo Cussen's PLT you'll experience learning that's designed to ensure you enter the legal profession as a confident, creative and adaptable lawyer. To develop these skills there are four key areas of our PLT program so you can be the Whole Lawyer:

1. Rotations

You'll progress through five rotations that reflect the experience of a grad in a

simulated law firm. The five rotations are: Induction, Transactions, Specialist, Disputes and Profession Ready.

2. Immersive Learning

You'll participate in immersive learning that develops the people skills you'll require for the legal profession. Here you'll interact with your mentor and other grads and progress your skills in interviewing, negotiation and advocacy.

3. Mentoring

Throughout the program, you'll be guided by an experienced lawyer who will provide you with personalised coaching.

4. Justice Lab

In Leo Justice Lab, you'll work in a team to generate real-world solutions that help impact the justice gap. You'll develop skills for the future of law, including innovation and collaborative problem-solving.

Find out more about Leo Cussen's program structure at leocussen.edu.au/plt

When does the course start?

With start dates across the year, you can choose to start your PLT program when it suits you!

How long does the course run for?

Our full-time course runs for 20 weeks, while our part-time course runs for 30 weeks.

How do graduates enrol?

Enrolling is easy – completing our online enrolment form will take you less than 10 minutes. You can enrol at leocussen.edu.au/enrol

What work experiences are students able to choose from?

As part of our PLT program, you're required to complete a professional placement. The professional placement component of our PLT program requires 20 days in WA.

You can take the stress out of finding a professional placement, and have it organised for you for a fee of just \$630. This fee can be included as part of FEE-HELP if you're eligible.

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

Leo Cussen offers both full-time and part-time programs in WA. You'll also be able to choose your preferred learning mode – whether it's online or blended. Our PLT program is built to fit your lifestyle and needs.

Find out more about PLT at Leo Cussen at leocussen.edu.au/plt or for WA specific program details at leocussen.edu.au/practical-legal-training-wa

Your Story, Your Career.

Be the Whole Lawyer.

Discover Australia's leading PLT program.



The legal profession is evolving. Clients and employers are not only seeking legal professionals with technical expertise, but lawyers who are empathetic, adaptable, creative and ethical. That's why we've updated our Practical Legal Training (PLT) program to give law grads the skills to confidently enter the legal profession and thrive.

The Whole Lawyer

Four professional capabilities are taught and developed throughout our PLT program to help you become the whole lawyer – technical capability, human skills, character, and adaptability.

The skills you'll develop within each of these four professional capabilities are designed to help you be successful and confident in your legal career from day one.

Technical Capability (TQ)

will enhance your ability to work with clients across a range of entry level practice areas. With the support of expert legal practitioners, you'll run simulated client matters to learn essential legal and business skills, processes and procedures to work effectively with clients.

Human Skills (EQ)

are critical for effective client interaction, negotiation, and advocacy. Through immersive learning and an optional industry secondment, you'll fast track your journey to becoming an empathetic lawyer with advanced emotional intelligence.

Character (CQ)

helps you to become a values-driven and self-aware lawyer, acting with integrity. Explore ethics, professionalism and reflective practice through a program of mentoring lasting 20-weeks full time or 30-weeks part time.

Adaptability (AQ)

has the power to transform you into a curious and creative legal thinker, capable of adapting to diverse circumstances and needs. Leo Justice Lab will set you up with legal tech awareness, critical mindsets and collaborative problem solving skills, to become a leading innovator in the future of law.

Find out more:



Chat with us:



Enrol now:



CURTIN LAW SCHOOL

Curtin University
7 Murray Street, Perth

curtin.PLT@curtin.edu.au
Jim McMillan –08 9266 2473

How does your course differ from other PLT courses?

We emphasize personalized connections and giving students the opportunity to learn from experienced practitioners who are experts in the field – some are solicitors, and others are barristers. Curtin PLT students also get opportunities to connect with a broad range of other practitioners.

The Curtin PLT is based on a teaching method of “learning by doing”. The course features face-to-face teaching (not online) and assessments designed to simulate situations that a new legal practitioner is likely to encounter.

How is the course structured?

The course comprises a combination of face-to-face learning, self-directed learning, and completion of assessment tasks. All students must complete 75 days of Legal Workplace Experience, which includes a 5 day placement in the John Curtin Law Clinic. (Alternatively, the Legal Workplace Experience requirement can be met through a 405 day placement in the Clinic).

Students must complete 5 mandatory units (Lawyers Skills, Workplace Management and

Business Skills, Civil Litigation, Corporate and Commercial, and Property). They must also complete 2 (from a choice of 4) elective units (choose from Family Law, Criminal Law, Administrative Law, and Wills and Estates).

When does the course start?

6 March 2023. In 2024 the course will begin in January.

How long does the course run for?

The course runs for 30 weeks – commencing in the week of 6 March 2023 with a wrap-up in the week of 25 September 2023. In 2024, the course will commence mid-January and finish in early August.

How do graduates enrol?

Via the Curtin University website.

What work experiences are students able to choose from?

We have good relationships with a wide range of law offices including courts, law firms, barristers’ chambers, and community legal centres, and we can assist students with gaining workplace experience in an area that interests them.

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

For 2023 and 2024, the course is available part-time – 30 weeks. The course is designed so that most contact time is out of hours, to fit in with work and personal commitments.

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

Contact the Course Lead, Dr Jim McMillan – contact details listed above. We are always happy to talk to prospective students and welcome students who wish to visit us at 57 Murray Street to have a face to face discussion and check out our PLT facilities.

Find out more about Curtin's Graduate Diploma in Legal Practice



» Tel: 9266 4400
Email: Curtin.PLT@curtin.edu.au



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Curtin University

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Sue-Ellen Soulie
Client Service Manager
ssoulie@legalsuper.com.au
0429 577 328

03

Commercial Firm Directory

Gaining experience in a commercial firm offers you an opportunity to develop legal skills and knowledge while working with various practice groups. The experience you receive at these firms go beyond what is taught in law school.

There is an abundance of commercial law firms in Perth. We recommend that you spend time learning about each firm's practice areas, specialties and culture to determine which firms are the right fit for you.

This section collates firm profiles for our major sponsors outlining this information to assist you in making the right choice.

Beyond the information provided, firm websites are a useful tool to gain a greater insight.

About the Firm

Firm Practice Groups

Corporate / Commercial

What are your core values?

Excellence: It goes without saying that we are committed to providing excellent legal services for our clients. Our team are industry experts, innovative and commercially focused in delivering tailored legal solutions to meet the needs of our clients.

Innovation: We reward efficiencies, outcomes and creative thought. We focus on how we can use new technology and methods to improve efficiencies, and our agility allows us to continually evolve to exceed the expectations of our clients in an ever-changing legal landscape.

Culture: Every day we work together to cultivate a culture of respect, contribution, innovation and enjoyment. We know that delivering outstanding legal services starts with a happy and healthy team.

Collaboration: We use our network to our clients' advantage to ensure that they have the best team on their side. We believe that success is best achieved through collaboration and meaningful relationships.

Accessibility: We believe that legal services should not be exclusive. That's why we are proud to provide alternative pricing options.

Clarity: Our core purpose is to provide clarity for complexity and to do this, we are client-centric and solutions oriented.

How would you describe your firm's culture?

At AGH Law we pride ourselves on providing a genuinely great culture. We don't just talk about it - we are committed to providing a supportive and flexible work environment, where our team enjoys coming to work (wherever that might be!) and can thrive professionally and personally.

One of our core beliefs is that delivering exceptional service to our clients starts with a happy and healthy team, and to do that, we foster an environment where each person is empowered to bring their whole selves to work and to achieve a balance between working hard and enjoying themselves.

A career at AGH Law has the professionalism of a large law firm, with the personality of a boutique law firm. You get to work on interesting and complex matters with the flexibility that comes with a smaller team, and you will become part of

a dynamic, forward thinking and sociable team who enjoy doing things differently as a contemporary and agile law firm. Our team are empowered every day to achieve the career goals that they set for themselves.

How does your firm distinguish itself from other law firms?

We take pride in distinguishing ourselves from other law firms and doing things differently. As a law firm established in 2019, we had the unique ability to design our firm from the ground up.

AGH Law has been designed from the ground up on agility, flexibility and modern technology.

We focus on relationships, outcomes and providing outstanding legal services, and we aren't held back by outdated models or systems. We believe that this translates into greater efficiency, transparency and ultimately lower costs and a much more enjoyable experience for our clients and especially our team.

Our culture is incredibly supportive and friendly, and we have a flat structure, so you get to work directly with all of our team members, from partners to lawyers. As a law graduate, you won't simply find yourself working on small research tasks,

you will be working directly with great clients on interesting transactions from the get go.

What significant work has your firm recently undertaken?

At AGH Law we work with a range of domestic and international clients – from large ASX listed and private companies to burgeoning tech startups. Our clients span industries such as energy and resources, technology, life sciences, agriculture, property, food and beverage, fashion and more.

Recent public transactions we have worked on include:

IPOs on the ASX (ranked 6th for total IPOs on the ASX in FY2022)

- Western Australia Energy Resources Limited
- OD6 Minerals Limited
- TG Metals Limited
- Omnia Metals Group Limited
- NickelSearch Limited
- Dalaroo Metals Ltd

Capital raisings

- Reach Resources Limited (placements)
- Antilles Gold Limited (rights issue)
- Marquee Resources Limited (share purchase plan, placements)
- Swift Networks Group Limited (share purchase plan)
- Consolidated Zinc Limited (rights issues, share placements)

- Cycliq Group Limited (rights issue, convertible notes)

M&A

- Consolidated Zinc Limited (sale of zinc mine in Mexico, acquisitions of lithium assets in WA)
- Reach Resources Limited (acquisitions of rare earth assets in WA)
- Green Critical Resources Limited (acquisition of graphite assets in WA as part of a back door listing on the ASX)
- Marquee Resources Limited (acquisitions of gold and copper assets in the US, sale of lithium assets in Argentina, acquisitions of gold and lithium assets in WA, joint venture with Mineral Resources Limited)
- Odessa Minerals Limited (sale of diamond assets in WA as part of a back door listing on the ASX)

We have also recently advised the following clients on their non-public transactions:

- Multinational lighting supplier on its shareholders agreement and employee share plan
- Software startup on its series A capital raising via a US venture capital firm, and implementing a “US flip” to establish its ultimate holding company in the US
- Natural hydrogen explorer on its acquisition of hydrogen assets in South Australia
- Healthcare technology platform on its debt restructure and note

conversion

- Dessert manufacturer on its collaboration with a major brand to develop a new health food
- Life science startup on its shareholders agreement and series A capital raising
- Women’s fashion brand on its shareholders agreement and capital raising
- Fruit and veg distributor on its joint venture with an Aboriginal corporation

Further, through our AGH Startup Hub, we are frequently advising interesting and innovative startup clients across a broad range of novel and established industries.

What kind of pro bono work does the firm engage in?

AGH Law provides ad hoc pro bono legal support to people and groups from time to time, and we are continuously seeking out new ways in which we can provide pro bono assistance to those in need. Since commencing in 2019, We have always maintained a deep desire to give back to the community, and this is reflected in our sponsorship of Ocean Heroes (a Perth based charity helping those living with autism through surfing) and the Claremont Football Club since our very beginning in 2019. We also work with CERI (a Perth based subsidised startup incubator) by giving presentations on key legal matters for startups as part of the syllabus for each cohort of students.

Clerkships

During which periods do you offer clerkships?

We run a flexible clerkship program, in that we don't like to restrict ourselves to only taking on clerks within specific clerkship periods. In saying that, we also conform to the traditional clerkship periods to accommodate our clerks if that is preferred.

You can work with us during your university break over a two week period, or for a day a week over a longer period of time, though we note that a two week period allows for our vacation clerks to really get involved in some good tasks that they can see through, and for this reason, we do prefer this.

By the end of your clerkship you will have been exposed to a wide range of corporate and commercial legal work and you will know the team both professionally and personally. We think that this is the best way to gain a clear understanding of what your career could look like at AGH Law.

If you're interested in clerking at AGH Law, get in touch with our team.

How many clerkship positions are available for 2023?

Up to 5 clerkship positions.

What tasks do clerks usually undertake?

Clerks can expect to be involved in real, meaningful client matters from the get go. Clerks

can expect to be involved in drafting documents and advice, conducting due diligence investigations, legal research, accompanying our lawyers to client meetings and participating in everyday life at AGH Law. On top of that, you will also be able to get to know everyone in the firm by attending social events.

On top of this, you will be exposed to the way that AGH Law does things – our operations, our systems and our culture. We encourage all of our clerks to get as involved as possible so that they can really experience what a career at AGH Law is like.

How can a clerk stand out or make a good impression?

The AGH Law team is forward thinking, ambitious and innovative, and our entire team plays a role in shaping the ongoing strategy of the firm. We reward efficiencies, outcomes and creative thought, and we encourage clerks to be bold and put forward their ideas and speak up.

We look for clerks that are enthusiastic, ambitious about their career, ask questions, show a willingness to learn and fit in with the firm's culture by being a team player and getting to know the team personally.

Do you offer clerkships to non-penultimate year students?

Yes we do, and we certainly have in the past. Our flexible clerkship program means that we can take on non-penultimate

year students who we think have great potential. Non-penultimate year students that clerk with us can also re-apply to clerk with us or apply for a graduate role in their final year.

Graduate Jobs

What does your firm look for in a graduate?

We look for intelligent, enthusiastic and ambitious graduates that are forward thinking. Maintaining a great culture is also very important to us, so we look for graduates that have a willingness to get involved in the culture of our firm and uphold our values so that it is always a great place to work.

How can students apply for a graduate position?

Reach out to our friendly team and start a conversation. Even though we run a more flexible clerkship process, we also understand that many firms work to the traditional offer dates, and we are happy to work to those dates in offering positions.

How many positions are available in 2023?

Up to 2 positions.

Does your firm offer any international opportunities for graduates or junior lawyers?

Not currently.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Someone who has a genuine interest in our firm and the way we work, as well as the type of work we undertake. We like to see enthusiasm and ambition, but we also want to meet the real you!

How can students best prepare for an interview with your firm?

Do your research. Learn about who we are, the work we do, and why we might be different from other law firms.

Student Jobs

Does your firm offer any casual or part-time employment?

Yes, from time to time.

How can students find these opportunities and apply?

Get in touch with us. We love to hear from ambitious students who want to get a head start on their legal career.

Experience a new type of law firm.

We are a contemporary and commercially minded team that enjoy doing things differently. Our lawyers are ambitious, innovative and experts in our field.

A career at AGH Law has the professionalism of a large firm, with the personality of a boutique firm. You get to work on complex corporate and commercial matters, with the flexibility that comes with a smaller team. Our agility means we're continually seeking out and embracing more efficient and innovative ways to operate a law firm that look beyond the traditional model.

Want to learn more? Let's get coffee.

Connect with us. aghlaw.com.au.



ALLEN & OVERY

Level 12, 2 The Esplanade Perth 6000

Shenae Djulbic, HR Manager
Samantha Truong, HR Officer
australianrecruitment@
allenovery.com

About the Firm

Firm practice groups:

In Perth: Litigation, Banking and Corporate (M&A and E&R/Projects).

Globally: Antitrust and Competition, Banking and Finance, Business and Human Rights Law, Capital Markets, Corporate and M&A, Corporate Governance and Compliance, Emerging Markets, Employment and Benefits, Environmental, Climate and Regulatory Law, Environmental, Social and Governance, Financial Services Regulation, Funds and Asset Management, Insurance, Intellectual Property, Islamic Finance, Litigation, Arbitration and Investigations, Private Equity, Projects, Public Law, Real Estate, Restructuring, Sanctions, International Trade and Investment Compliance, Sovereign Debt, Tax, Technology Law

What are your core values?

We strive to uphold our values in everything we do – they are there to guide us in the way we work, in decisions we make and in the way we interact with people.

Instinctively thoughtful : We nurture relationships built on mutual trust, respect and inclusivity.

Collectively ambitious : We work together to turn opportunity

into advantage.

Insightfully inventive: We stay ahead by combining expert insight and imagination.

Refreshingly open: We thrive when we are open with each other, with our clients and to new ideas.

How would you describe your firm's culture?

At A&O, we believe in the fundamental importance of collaboration and teamwork, of giving lawyers, graduates and summer clerks tasks that will challenge, stretch and support them in advancing their careers.

We have developed a culture of learning, where lawyers at all levels are committed to helping graduates and clerks to understand not just what needs to be done, but why it is important. We believe that our people perform best when they are given the very best resources, facilities, opportunities and encouragement to explore their full potential. We believe that teams perform best when they focus on performance rather than hierarchies, and where they are comfortable socialising together as well as working together.

How does your firm distinguish itself from other law firms?

A&O was the first global elite law

firm to commence operations in Australia. The firm is fully integrated with the global A&O network and now has over 100 top tier lawyers in Sydney and Perth.

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

A&O sees the globalisation of the firm as not just a branding exercise. Our fully integrated global financial model, coupled with the quality of our people, means clients are assured of receiving the very best advice and a seamless service every time they work with us across the network. Our model also enables us to assemble cross-border teams at short notice, devote resources to a transaction regardless of time zone, and draw on cutting edge expertise from offshore.

Our people are what makes A&O successful. Not only do we want you to have an international mindset, but we want different ways of thinking and problem solving. This is what allows us

to innovate and relate to clients. For you, it means wherever your ambitions lie, we can provide you with the opportunity and the scope to have a career more fulfilling than you can imagine. Alongside this, we offer a world class training program that provides you with the skills to develop not just as a lawyer, but also as a business professional.

What are some notable awards your firm has recently received?

- Equity Market Deal of the Year for PEXA IPO, Australasian Law Awards 2022
- Australian Innovative Deal of the Year: Wesfarmers Limited's AUD1 billion issuance – KangaNews Awards 2021
- Gender Diversity International Firm of the Year – Women in Business Law Awards Asia 2022
- Australia Law Firm of the Year – Women in Business Law Awards Asia 2022
- International Law Firm of the Year – IFLR Asia
- Capital Markets, Securitisation – The Legal 500 Australia 2023

What kind of pro bono work does the firm engage in?

A&O is very active in the pro bono space, both globally and in Australia. In Australia, we have established a committee comprised of staff from both the Sydney and Perth office that are dedicated to community

volunteering and building our pro bono practice.

Our local charity partner is Edmund Rice Camps for Kids WA Inc (ERCKWA). This partnership provides A&O Perth with an opportunity to support a local non-profit community-based organisation that serves the needs of children aged 7-16 and their families. ERCKWA provides camps and other recreational and developmental activities for children who would not otherwise have such opportunities, supporting kids who are 'at risk' or experiencing some form of disadvantage. As part of our partnership with ERCKWA, A&O staff have attended camps run by ERCKWA, been involved in various fundraising activities and provided ERCKWA with legal advice.

A&O Perth's office has also built relationships with other local Western Australian organisations such as the Salvation Army. A&O has been working with The Salvation Army – Perth division supporting their homeless accommodation centre, The Beacon. This forms the centre of The Salvation Army's Homelessness Services Network, encompassing five services that include: residential accommodation, street to home, community living program, recovery living program, and beacon catering. Our people attend The Beacon throughout the year to run interactive workshops for residents. The goal of the workshops is to help the residents gain some personal confidence and skills about meeting new people in

the community, with a focus on attending interviews (either for a job, or even just with a government department about personal issues).

Clerkships

During which periods do you offer clerkships?

We will be running one program during the university summer break. Our Summer Clerkships are three weeks.

How many clerkship positions are available for 2023?

Dependent on business needs, this year we hosted 10 summer clerks.

What tasks do clerks usually undertake?

During the program you will gain practical experience in one of our practice areas, where you will work alongside partners and lawyers on real deals, disputes and other client matters. Before you join us, we will ask you to indicate the areas that most interest you – this is a great opportunity to get hands-on experience in an area of law that really appeals to you. In addition to your legal work, you will attend training sessions and presentations aimed at broadening your understanding of our business and helping you to develop the skills you need to be a successful commercial lawyer.

How can a clerk stand out or make a good impression?

There is no such thing as a typical A&O candidate. We are open minded and interested in people who share that quality. Successful A&O clerks are those who thrive in a collaborative and commercially-minded environment. We want to see evidence of great communication skills, teamwork, motivation and drive.

Do you offer clerkships to non-penultimate year students?

We prioritise penultimate year students, however we do consider first and final year students.

Graduate Jobs

What does your firm look for in a graduate?

We are open minded and interested in people who share that quality. Beyond strong academic performance, we want to see evidence of teamwork, motivation and drive, communication skills, planning and organisation, critical thinking, commercial awareness, and commitment - both to a career in law and to a career with A&O.

How can students apply for a graduate position?

Law students who complete a clerkship with us will be considered for a graduate role.

How many positions are available in 2023?

Dependent on business needs, although likely at least 4.

Does your firm offer any international opportunities for graduates or junior lawyers?

Yes. We expect our lawyers to have the opportunity to work overseas at some point during their career - cultural awareness, teamwork and a global mindset are skills that are vital to the success as a lawyer at A&O.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

If you have been invited to an interview, we already think you have potential, so remember that your interview is an opportunity for us to get to know you better as a person, and vice versa. Naturally, you would want to impress during this time, however make sure you remember to be yourself and get the basics right.

How can students best prepare for an interview with your firm?

- **Revise and prepare:** Remember to revisit your application before your interview. The interview questions are likely to include details about school and university studies, your interests and achievements, work experience, why you have chosen this career and why you want to work at Allen & Overy.
- **Understand our requirements:** prepare some examples to show that you have the skills we are

looking for.

- **Use the same approach to the preparation in your application for your interview:** use the opportunity to showcase your potential.
- **Stay-up-to-date:** track business and world events, form opinions, be able to demonstrate the impacts they might have on our business and be prepared to explain them.
- **Make the right impression:** dress appropriately, be on time and enthusiastic.
- **Ask us pertinent questions:** it's a two-way process, so ask insightful questions that will help you decide if we are the right firm for you.

Student Jobs

Does your firm offer any casual or part-time employment?

Yes, casual paralegal roles.

How can students find these opportunities and apply?

Applications for paralegal positions will be accepted through our website. You can access the portal via the Australian sub-site of our careers page. Candidates will need to attach curriculum vitae, cover letter and latest academic transcript.

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About the Firm

Allens is a leading international law firm with offices across Australia and Asia:

Australia: Brisbane, Melbourne, Perth, Sydney

Papua New Guinea: Port Moresby

Asia: Hanoi, Ho Chi Minh City

What are your core values?

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

How would you describe your firm's culture?

Shaping the future is in our DNA – whether it's helping our clients see around corners and take advantage of new opportunities; fostering growth and opportunity so our people can thrive, make a difference and be their very best; or contributing to the development of sustainable, diverse, equitable and just communities where everyone is recognised and included.

Continuing to shape the future means committing to a truly purpose-led culture, built on values that reflect who we are, where we've come from and who we want to be.

How does your firm distinguish itself from other law firms?

Comparing firms can sometimes feel like an impossible task. While we think there are a few things that make us unique – like our two-year graduate program which offers two 12-month rotations and a commitment to invest in your career for the long term, our illustrious list of alumni and the fact that we're one of Australia's longest running businesses – it's our culture and the way we work together that really sets us apart. Culture can be a tricky thing to put your finger on from the outside. We've had 200 years to build ours, and it's what we think makes Allens such a great place to build a career, but don't just take our word for it. We've drawn back the curtain on our culture, so you can see whether it's one you'd thrive in. Follow us on LinkedIn or Twitter and visit our early careers website for the inside scoop.

What are some notable awards your firm has recently received?

Continuing to shape the future means committing to a truly purpose-led culture, built on values that reflect who we are, where we've come from and who we want to be. Our focus on excellence has led to the

following accolades:

- #1 Graduate employer in Law - Australian Association of Graduate Employers (AAGE) – 6th year running
- #1 Most popular clerkship employer - GradConnection/AFR
- #5 Graduate employer - GradAustralia's top 100 employers
- Most Innovative law firm – The Australian Financial Review and Boss Magazine 2017 - 2022
- M&A Deal of the year; Debt market deal of the year; Equity market deal of the year; Infrastructure & Projects deal of the year – Australasian Law Awards 2022
- M&A Legal Adviser of the Year – Mergermarket Australia M&A Awards 2022
- Best Law Firm (>\$200m) – Beaton Client Choice Awards 2021

What significant work has your firm recently undertaken?

- Lawyers in the Allens Perth office continue to advise our clients on some of the largest and most complex projects, transactions and disputes in Australia.
- Recently we have had

the privilege of advising household names including:

- Rio Tinto on a wide range of strategic M&A transactions, projects and litigation, including advice relating to the modernisation of the Rhodes Ridge Joint Venture.
- Woodside on its North West Shelf Project Extension, its proposed Scarborough Project LNG Project, including sales and purchase agreements and environmental approvals.
- ANZ, CBA, NAB, and Westpac on a wide range of banking and finance related matters.
- ExxonMobil on the proposed Papua LNG and P'nyang LNG Projects in Papua New Guinea.
- Perth Airport on a range of matters including in relation to their real estate portfolio.
- Santos in relation to environmental and land access aspects of the Barossa Project.
- Crown Resorts in the Perth Casino Royal Commission.
- CITIC Limited on its long-running disputes with tenement holder at the Sino Iron Project, Mineralogy.
- Our Perth lawyers are also at the forefront of the country's energy transition, having recently advised:
- BHP on its acquisition of the Honeymoon Well Nickel Project from Norlisk Nickel.
- Wesfarmers in relation its \$776 million acquisition of Kidman Resources by way

of a scheme of arrangement and associated lithium offtake arrangements with Tesla.

- Iluka Resources in relation to its \$1.25 billion funding arrangement for the Eneabba Rare Earths Refinery Project from the federal government's critical minerals fund.
- Liontown on all aspects of the development of its Kathleen Valley Lithium and Tantalum Project, including foundation spodumene offtake agreements with LG, Tesla and Ford, the establishment of a \$300 million funding facility (provided by Ford) and proposed tantalum offtake arrangements.
- Core Lithium on all aspects of its proposed Finnis Lithium Project including procurement, financing and offtake arrangements.
- Patriot Battery Metals on its ASX dual listing and various capital raisings following its significant Lithium discovery in Canada.
- Evolution Mining on its A\$1 billion acquisition of a 100% interest in the Ernest Henry copper-gold mine and associated life of mine copper concentrates offtake arrangements with Glencore.
- Talga Group on its capital raisings and general corporate advice in connection with its Vittangi Graphite Project in Sweden.
- Equinor on various

Australian offshore wind project development collaborations.

What kind of pro bono work does the firm engage in?

We see it as our responsibility to use our skills and resources to help others in the community. Our people contribute their time and expertise to work with inspirational organisations and people on community initiatives and pro bono matters, with a particular focus on alleviating disadvantage, advancing reconciliation, improving access to justice and promoting sustainability.

Our proud history of leadership in pro bono and community work has seen us lead the way on constitutional recognition, carbon neutrality, refugee rights and marriage equality.

Clerkships

During which periods do you offer clerkships?

Allens offers two clerkships throughout the summer holiday period and one during the winter holidays.

How many clerkship positions are available for 2023?

Approximately 35-40.

What tasks do clerks usually undertake?

Our clerkships are designed to give students first-hand exposure to life as a lawyer at Allens. Our clerks get involved in work as soon as they arrive,

working alongside lawyers and partners and their peers. The day-to-day tasks our clerks get are similar to those of a junior lawyer, including attending court hearings and client meetings.

How can a clerk stand out or make a good impression?

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. The more you enjoy working with a diverse range of people, the greater your success will be.

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

- Initiative: a curious mind is vital. The more adaptable you're able to be and the more energy you bring with you, the more you'll get out of a career at Allens.
- Excellence: it's a guarantee we give our clients. Intellectually rigorous, driven and eager to learn.
- Commerciality: law is more than an academic pursuit; it's about understanding the client – their objectives and the challenges they face – as well as the wider commercial environment in which we operate.
- Flexibility: a key priority for the firm is to ensure our people feel they are trusted

to work in a way that allows them to balance the needs of the firm alongside the pursuit of their own career and life goals irrespective of gender, age or life stage.

- Commitment: positive people thrive in our environment. We look for people who can build sustainable careers with us, and successfully juggle work and a personal life while maintaining their wellbeing.

Do you offer clerkships to non-penultimate year students?

Final year students are also welcome to make clerkship applications.

Graduate Jobs

What does your firm look for in a graduate?

As mentioned above, 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. The more you enjoy working with a diverse range of people, the greater your success will be.

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.

Building a culture of inclusion ensures our people can reach their full potential. For us, this

starts with strong leadership. Our inclusion and diversity strategy is supported by an Inclusion and Diversity Council, chaired by our Managing Partner. This council provides sponsorship, role-modelling and drives initiatives across our firm.

How can students apply for a graduate position?

We typically recruit our graduates through our clerkship program; however, from time to time we will recruit graduates from the open market. We adhere to the open market recruitment dates set out by the Graduate Recruitment Guidelines.

How many positions are available in 2023?

Approximately 15.

Does your firm offer any international opportunities for graduates or junior lawyers?

In 2012 Allens and Linklaters formed an integrated alliance. Although we remain as independent firms, we work closely together for the benefit of our clients around the world.

Through the Linklaters alliance, our lawyers now have:

- Opportunities to work on multi-jurisdictional matters with a broader range of clients;
- Opportunities to work on global deals with market leading lawyers;
- Access to global employment opportunities;

- International assignment opportunities (short and long term); and
- Access to leading training and development.
- Graduates have the opportunity to spend their second year in either London, Singapore or Dubai.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

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 clichéd 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.

How can students best prepare for an interview with your firm?

- Understand what works best for you to help calm your nerves: It's normal and completely understandable to have nerves during the recruitment process. It's managing your nerves that is key; find out what

works best for you, whether it's meditation, avoiding caffeine, doing some exercise or using breathing techniques.

- Do your research: The better prepared you are, the more relaxed and comfortable you will be when the interview begins. Ensure you've developed an understanding of the firm, the work they do, their values and why you want to secure a clerkship at that firm.
- Make sure to come to the interview prepared with some questions: Not only does this give you the chance to gain some new insights, but it shows the interviewers that you're engaged in the process and have given some thought to your interview.
- Realise that what makes you different can be your signature strength: As we said, we want to recruit unique individuals who bring something different, bringing diversity of thought. Consider what is your unique selling point and what makes you different, and embrace it.

Student Jobs

Does your firm offer any casual or part-time employment?

We take expressions of interest for Paralegal roles, and welcome pre-penultimate students to apply for our Dive In program held in May each year—applications close 16 April 2023. More information can be found

on our website.

How can students find these opportunities and apply?

graduates.allens.com.au/

student.careers@allens.com.au

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?

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

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

An early legal career at Allens includes highly tailored training. Developed in partnership with the University of New South Wales, our Graduate Diploma in Legal Professional Practice will help you transition from law graduate to legal expert and trusted business adviser. With access to study leave and support from your team at Allens, you'll be on track for admission mid-year.

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

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

CLERKSHIP PROGRAM

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

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

GRADUATE PROGRAM

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

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

Find out more at
graduates.allens.com.au



ASHURST

Level 10, Brookfield Tower II,
123 St Georges Terrace Perth 6000

Jo Dean (Senior Manager Early Careers)
Hannah Asphar (People & Culture
Business Partner)
graduate.programs@ashurst.com

About the Firm

Firm's practice groups:

Banking & Finance, Capital Markets, Competition & Antitrust, Corporate and M&A, Digital Economy, Dispute Resolution, Employment, Financial Regulation, Intellectual Property, Investigations, Investment Funds, Projects, Real Estate, Restructuring, Insolvency & Special Situations, Tax

What are your core values?

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

How would you describe your firm's culture?

- Diverse
- Dynamic
- Friendly

Our shared values help define our culture and drive the way we work with one another, our clients and wider stakeholders.

How does your firm distinguish itself from other law firms?

Our personal approach, technical expertise, local knowledge and global network enable us to deliver an experience that other professional service

providers find hard to match.

What are some notable awards your firm has recently received?

- 20 Dec 2022: Ashurst recognised for advising on three prize winning mandates at PFI Awards.
- 20 Oct 2022: Ashurst recognised at the IJGlobal ESG Awards, winning the IJGlobal ESG Excellence Award for the firm's Fintech Legal Labs Sustainability Accelerator Programme across EMEA.
- 19 Oct 2022: 8 Ashurst lawyers in Asia were named in Euromoney's Expert Guides 2022.
- 14 Oct 2022: Ashurst named Most Innovative Law Firm at the FT Innovative Lawyers Awards Europe 2022.
- 12 Oct 2022: Ashurst named Legal Adviser of the Year at P3 Awards 2022.
- 30 Sep 2022: Ashurst named Asia-Pacific Law Firm of the Year at the Global Derivatives Awards 2022.
- 28 Sep 2022: Ashurst named Corporate Team of the Year at The Legal Business Awards 2022.
- 29 Aug 2022: Ashurst wins Impact Deal of the Year at the 2022 International Tax

Review Awards (APAC) for its work on the Woolworths demerger of Endeavour Group.

- 16 Aug 2022: Ashurst wins Pro Bono Program of the Year at the 2022 Australian Law Awards.
- 20 Jun 2022: Ashurst wins Law Firm of the Year at GSA UK Awards 2022.
- 03 Jun 2022: Australia Patent Contentious Law Firm of the Year and Australia IP Transactions & Advisory Firm of the Year.
- 20 May 2022 Australasian Law Awards: Insolvency & Restructuring Deal of the Year and Diversity Initiative of the Year.
- 13 May 2022: "Most Innovative Law Firm" and "Innovation in the Business of Law: New Solutions" at the FT Innovative Lawyers Awards.
- 03 May 2022: Ashurst wins Excellence in Human Resource Innovation at Legal Innovation Awards in recognition of its global parental leave policy, 'FamilyCare@Ashurst'.
- 22 Apr 2022: 'Law Firm of the Year' by Best Lawyers Australia for Occupational Health and Safety Law

What significant work has your firm recently undertaken?

- 20 Jan 2023: Ashurst advises AGL on Liddell power station demolition contract.
- 19 Dec 2022: Ashurst advises Nexsphere on joint venture with Equinor for Bass Offshore Wind Energy project.
- 13 Dec 2022: Ashurst advises Barrenjoey on establishment of Community Capital Credit Fund.
- 22 Nov 2022: Ashurst advises Ofload in \$60m fund raise.
- 13 Oct 2022: Ashurst advises nib holdings on Maple Plan acquisition.
- 08 Sep 2022: Ashurst advises on procurement of two major packages for Perth's Armadale Line.
- 20 Jul 2022: Ashurst advises Mirvac on A\$7.7 billion AMP office fund.
- 19 Jul 2022: Ashurst advises ANZ on A\$4.9 billion acquisition of Suncorp Bank.
- 14 Apr 2022: Ashurst advises Reach Alternative Investments on seed fundraising.
- 12 Apr 2022: Ashurst advises TfNSW on Asset Manager contract.

What kind of pro bono work does the firm engage in?

We ground our pro bono practice in the ethics of professional responsibility.

We are committed to creating a

leading pro bono practice on a global scale.

We consider pro bono as a stand-alone legal practice. This results in quality legal services for our pro bono clients. These legal services are provided in accordance with our established pro bono criteria which states that pro bono is the provision of legal assistance free of charge:

- to disadvantaged and marginalised people of limited means;
- to non-profit organisations and social enterprises assisting people who are disadvantaged and marginalised, where payment of legal fees would unreasonably deplete the organisation's economic resources; and
- in matters for the public good of broad public or community concern.

Our global pro bono practice has four priority areas including: Citizenship & Displacement, Gender Rights & Diversity, Racial Justice, and Modern Slavery.

Our pro bono team also has expertise in law reform and the role pro bono can play in responding to crises.

Clerkships

During which periods do you offer clerkships?

- November – December
- January – February
- June – July

How many clerkship positions are available for 2023? 45.

What tasks do clerks usually undertake?

The work undertaken by clerks is varied and depends on the team you are in. Tasks include case law research, drafting legal expertise updates, note-taking during meetings and contract review. There will be opportunities to be involved in attending court, drafting advice to clients and accompanying lawyers to a pro bono clinic.

How can a clerk stand out or make a good impression?

- Be self-aware and remember that first impressions count
- Show initiative and seek opportunities
- Keep your supervisor updated on workload and schedule
- Remember to request feedback after completing tasks
- Develop your networks – speak to as many people as possible

What are some things students should avoid doing in their clerkship applications?

- Poor attention to detail, typos, grammatical errors
- Generic cover letters that do not articulate why you are interested in Ashurst
- CVs that are really long (more than 2-3 pages)
- CVs that have very little white space, i.e., all the margins have been reduced
- Photos in CVs not relevant for the role
- Not selling themselves

Do you offer clerkships to non-penultimate year students?

We will consider penultimate or final year students for our clerkships.

Graduate Jobs

What does your firm look for in a graduate?

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

- Teamwork and interpersonal skills

How can students apply for a graduate position?

After completing a seasonal clerkship, you will be considered for the Ashurst Graduate Program.

How many positions are available in 2023?

10

Does your firm offer any international opportunities for graduates or junior lawyers?

Yes, in the final rotation we offer a global rotation in one of our Asian offices or Middle East offices.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

- Confidence
- Being genuine
- Listening carefully to the questions asked and taking your time before responding - doing so shows thoughtfulness and allows you to give a considered response
- Having well researched questions to ask the interviewers, demonstrating that you are motivated and a well prepared candidate
- It is appreciated when a candidates connects on LinkedIn or sends a thank you email after the interview

How can students best prepare for an interview with your firm?

Research

- Ashurst website, LinkedIn, Legal 500, Chambers & Partners, Lawyers Weekly, industry articles, and business press

Plan

- Travel – get there 10 minutes early
- The clothes you are going to wear
- Don't book your interviews too close together

Prepare

- Your best examples for behavioural questions
- Why Ashurst, genuinely?
- What areas of law are you interested in?
- Prepare questions to ask
- Practise with friends and family

Student Jobs

Does your firm offer any casual or part-time employment?

Yes.

How can students find these opportunities and apply?

Apply online careers.ashurst.com

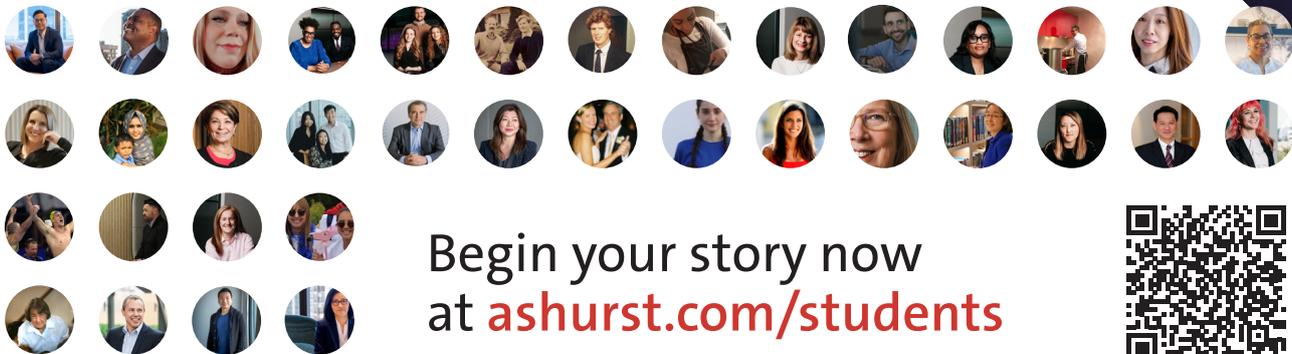


Create your story at Ashurst

Aim beyond pure legal knowledge. Beyond commercial advice. Be known for something more: clarity of thought and an instinct for problem-solving that can influence governments and leading global businesses.

Join us, and we'll help you begin your story, by helping you enrich and expand your view of the world, grow your skills and influence new ways of thinking.

At Ashurst our people are our greatest asset. Scan the QR code read the 200 stories project.



Begin your story now at ashurst.com/students



Connect with us on



Level 27, QV1 Building,
250 St Georges Terrace, Perth

About the Firm

Firm practice groups:

Banking & Financial Services, Commercial Litigation, Competition, Corporate M&A & Capital Markets, Environment & Sustainable Development, Forensic & Technology Services, IP & Technology, Major Projects & Construction, Public Sector, Real Estate, Restructuring & Insolvency, Tax, Workplace Relations Employment & Safety, Pro Bono

What are your core values?

Trust, Respect and Co-operation

How would you describe your firm's culture?

Down-to-earth, collaborative, inclusive, energetic and entrepreneurial. We think the culture at Clayton Utz is pretty special and reflects the type of people we attract - smart, commercially savvy, true to themselves, and with a strong social conscience.

How does your firm distinguish itself from other law firms?

Our culture, and our approach to client service. We're particularly proud of our globally recognised Pro Bono practice, that we were the first law firm to create the role of National Mental Health Manager, and of the

way in which our people have embraced our diversity and inclusion initiatives.

What are some notable awards your firm has recently received?

Clayton Utz features in GradAustralia's Top 100 Graduate Employers in 2022 and we are committed to continuously improve our ranking, which reflects the time and effort we've put in over many years to delivering a first-class graduate program.

For the eighth year running, we were also recognised as a Workplace Gender Equality Agency Employer of Choice for Gender Equality 2022.

We were also proud to be featured as a top employer for workplace giving by Good Company in 2022.

What significant work has your firm recently undertaken?

We are proud to have recently advised the Clean Energy Finance Corporation on a landmark investment that will help deliver more reliable power through renewable energy to southern Queensland and Australia's east coast. This work will power 700,000 homes, fast-track connection of Australia's largest wind farm precinct to the

National Electricity Market and decarbonise Australia's energy sector.

We also recently advised Woolworths Group Limited on its successful acquisition of Shopper Media Group, and Macquarie Capital and Macquarie's Green Investment Group on their participation in the proposed Asian Renewable Energy Hub.

We were also proud to have played a role in a historic milestone for the Aboriginal Flag - helping the Commonwealth of Australia to acquire the copyright in the Flag to be able to make it freely available for public use.

What kind of pro bono work does the firm engage in?

Our Pro Bono practice is a dedicated practice area within the firm and undertaking pro bono work is a fundamental part of what it means to be a lawyer at Clayton Utz.

We act for low-income and vulnerable people who cannot obtain Legal Aid, and the not-for-profits that support them. In FY22, we celebrated 25 years of pro bono work. Over 1,236 files, we provided 45,000 hours of pro bono legal assistance with 90% of our lawyers and partners involved.

Some of our Pro Bono matters included working with Anti-Slavery Australia on half a dozen domestic servant slavery cases, including three matters before the Federal Court. We also fought for clients who were unfairly evicted and faced homelessness, as well as representing many vulnerable workers on visas who have been exploited and underpaid by their employers.

Clerkships

During which periods do you offer clerkships?

Summer and Winter.

How many clerkship positions are available for 2023?

Approximately 30.

What tasks do clerks usually undertake?

Research, writing and drafting memos/letters, attending court and client meetings, pro bono, and assisting with preparation of matters for hearings.

How can a clerk stand out or make a good impression?

Clayton Utz employs people with a wide range of backgrounds, skills, interests and competencies. We look for people who can contribute new ideas, who take a creative approach to solving problems, are personable, practical, and commercially-savvy, as well as flexible.

What are some things students should avoid doing in their clerkship applications?

Spelling mistakes! Attention to detail is critical so make sure you allow enough time to review your application in full prior to submitting it.

Do you offer clerkships to non-penultimate year students?

Yes. Although the clerkship is aimed at students in their penultimate year of study, if you are in your final year, please outline in your application why you weren't able to undertake a clerkship in your penultimate year by answering the relevant question.

Graduate Jobs

What does your firm look for in a graduate?

We're looking for people who are personable, practical, and 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 are willing and ready to tackle challenges.

How can students apply for a graduate position?

Apply for a clerkship, as we hire most of our graduates through our clerkship programs. Occasionally, additional opportunities may arise and these will be listed on our website.

How many positions are available in 2023?

Approximately 9.

Does your firm offer any international opportunities for graduates or junior lawyers?

Yes, international work is a really important part of our practice and we've got strong relationships with many overseas firms handling both inbound and outbound matters. This is obviously very important for our clients and the firm but it is also beneficial for our people who are interested in working abroad.

We have formal and informal international placement programs with various leading law firms around the world that see Clayton Utz lawyers living and working in London, New York, Tokyo and Hong Kong.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Someone who is well-rounded. We value all types of work experience, volunteer experience, extra-curricular activities, club participation, sporting or other involvement as well as unique experiences such as study abroad, travel or immersion programs. Strong candidates are able to demonstrate that they have personality, confidence, problem-solving skills, flexibility, resilience and an eagerness to learn.

How can students best prepare for an interview with your firm?

Spend some time on our website reading about our practice areas and the work we do, research the people who will be interviewing you, and prepare a couple of questions to ask at the interview. Be prepared to discuss the specific practice areas in which you're interested, and why.

Student Jobs

Does your firm offer any casual or part-time employment?

Yes.

How can students find these opportunities and apply?

On our website, they can create a profile and register a Job Alert for paralegal vacancies.

CLERKSHIP PROGRAM

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

GRADUATE PROGRAM

It's not just about wearing a suit.

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

That's where we come in.

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

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

You'll get...

- Three rotations of six months in our national practice groups
- mentoring from some of the best lawyers in the country
- a buddy who'll give you the inside information
- meaningful performance feedback so you know you're on the right track
- continuing legal education programs and professional development support
- the chance to participate in our Community Connect and Pro Bono programs and really give back
- social and sporting activities, because we know it's not all work and no play.

We hire most of our Graduates from our Clerkship Programs. Occasionally, additional opportunities may arise. These opportunities will be listed on our website.



CLIFFORD CHANCE

Graduate Recruitment Team
grads.australia@cliffordchance.com

Ground Floor, 235 St Georges Tce, Perth

About the Firm

Firm practice groups:

Litigation & Dispute Resolution,
Global Financial Markets,
Corporate

What are your core values?

Act with integrity, be inclusive, embrace challenge, speak up and act responsibly.

How would you describe your firm's culture?

We are a premier global law firm committed to setting the standard for excellence in legal skills and client service around the world. Joining us means sharing that commitment, a drive to innovate and grasp new opportunities as we help our clients to address a wide range of business, financial and legal issues.

We're looking for the brightest and most talented individuals irrespective of background – ambitious people who offer new ideas and fresh perspectives, and who will ultimately be able to give our clients a competitive advantage. If that sounds like you, and if your aim is to work at the cutting edge of commercial law, with outstanding legal and business training, and equally impressive 'on the job' experience, take a closer look at Clifford Chance.

If global law firms are competing to provide the same kind of

professional services, you might think we would all end up the same. The fact is, firms vary in spirit, culture and atmosphere. We're one of the world's largest law firms, but it often doesn't feel like that. We have a professional, can-do culture. Partners are hands on with the work and newly qualified lawyers are expected to demonstrate leadership behaviour from a very early stage. Every single person is critical to the success of the team.

How does your firm distinguish itself from other law firms?

What makes Clifford Chance lawyers different? Firstly, our collaborative and adaptable culture. We work together across borders, languages and legal systems, sharing insights and expertise to achieve our clients' commercial goals. Secondly, we're pioneers, working on many 'first of a kind' deals. Finally, it's the nature of our people. Highly professional and self-assured, with an entrepreneurial streak, they embrace our culture of learning and are more than happy to share their expertise and knowledge.

What are some notable awards your firm has recently received?

- Top 100 Graduate Employer, Prosple
- Most Popular Law Employer,

GradConnection/AFR

- Arbitration Practice Group of the Year, Australian Disputes Centre

Legal 500

- Regional International Arbitration: Leading Firms – Tier 1 (Asia Pacific)
- Banking & Finance – Tier 2 (Australia)
- Dispute Resolution – Tier 1 (Australia)
- Natural Resources (Transactions and Regulatory) – Tier 2 (Australia)

Chambers, Asia Pacific Region

- Arbitration (International) – Tier 2
- Aviation – Tier 1
- Banking & Finance – Tier 1
- Corporate/M&A – Tier 1
- Corporate/M&A: Private Equity – Tier 1
- Energy & Natural Resources – Tier 2
- Projects & Infrastructure – Tier 1

For more, visit: cliffordchance.com/news/awards.html

What significant work has your firm recently undertaken?

- Advised global construction group Webuild on the successful restructure and acquisition of Australian

engineering and construction company Clough Group through a deed of company arrangement.

- Advised Biocare Projects on its long-term carbon removal project with ASX-listed timber company Kiland Limited.
- Advised Australian private equity fund manager Five V Capital Pty Ltd on its Fund IV's acquisition of Sea to Summit, a global adventure equipment business with over 1,000 products distributed across 70+ countries.
- Advised leading global private markets firm Partners Group on its sale of CWP Renewables, a vertically integrated renewable energy platform in Australia, to Squadron Wind Energy Assets. The transaction represents Australia's largest renewable energy deal to date.
- Advised Xpansiv Limited (Xpansiv) on the Australian law aspects of Blackstone's US\$400 million investment into Xpansiv's market-infrastructure platform for global carbon and environmental commodities.
- Advised Australian private equity fund manager Five V Capital on its investment and partnership with BioPak, the global leader in sustainable and compostable food-service packaging. Five V's investment will support the business during its next phase of organic and acquisitive growth.

For more, visit: cliffordchance.com/news/news.html

What kind of pro bono work does the firm engage in?

As a leader in our field we are rightly held to high standards in all we do. We are committed to inspiring the trust of our stakeholders by making Responsible Business a central part of our strategy. We have over 6,000 people working for the firm, hugely talented and with a fantastic range of valuable skills and experience. Together, we can really make an impact. There's also an important point here about individual development. Our people who are involved in this type of activity – whether it's pro bono advice, mentoring local students, or working alongside clients on an environmental initiative – all have a much broader, more considered view of business life, and develop a wider range of really valuable life skills and business skills. For our lawyers, it's a great way for them to understand the context beyond the immediate confines of the transaction or case.

Feeling that you can have a positive impact on some of the more pressing issues facing society is also hugely motivating, and that's an important aspect of ensuring that everyone here feels that Clifford Chance is a really great place to work.

Clerkships

During which periods do you offer clerkships?

Summer 1 (November / December)

How many clerkship positions are available for 2023?

4 - 8.

What tasks do clerks usually undertake?

Throughout the clerkship or graduate program you will be closely supported both informally and through formal mentoring with advice and guidance from your supervisor in each of your seats. We will make sure that your energy and time are focused on activities that will best develop your legal and business skills.

You could be drafting and proofing documents, conducting due diligence on a client's acquisition target, meeting clients, preparing documents for a court hearing or creating a data room ahead of a major transaction. Most of your time will be spent working in teams where you will make an important contribution to their success – you may even run some smaller transactions for clients.

How can a clerk stand out or make a good impression?

Clients expect more from their lawyers than ever before. They look to us as business partners on their journey to achieve their objectives. It's not just about precedents and compliance, but finding new ways to build relationships and deliver the results that matter. Focus on these core business skills and consider examples from your academic, professional and personal lives.

What are some things students should avoid doing in their clerkship applications?

Submitting a generic or “copy and paste” template application. This can lead to inadvertent errors (like putting the wrong firm name!) and delivers a less authentic submission. Reviewers want to know you have taken the time to consider the firm and how working there would align to your experience, skill set and goals.

Do you offer clerkships to non-penultimate year students?

To participate in our in-person clerkship program, students must be at least penultimate year. However, we do run a global virtual internship which is open to students of all levels – more details can be found at careers.cliffordchance.com/apac/locations/global-virtual-internships.html

Graduate Jobs

What does your firm look for in a graduate?

Our selection process is designed to identify people who have the right intellect, motivation and personal qualities to succeed as an international lawyer with Clifford Chance. To be successful you will need to demonstrate your potential to become a first-class lawyer and your willingness to take advantage of the many opportunities that you encounter. You will need

to exhibit ambition, drive and commitment, the ability to articulate ideas clearly, and the desire to build relationships and deliver outstanding service. We’re also looking for business awareness, a keen commercial insight and a strong ability to lead and to manage.

How can students apply for a graduate position?

Graduate offers are primarily made to candidates from within our clerkship pool, so the best chance of securing a graduate role is by participating in our clerkship program.

How many positions are available in 2023?

This will be determined after primary offers are made in July.

Does your firm offer any international opportunities for graduates or junior lawyers?

Our extensive international network and the global nature of our business mean that it is both possible and beneficial for you to take one of your seats in one of our overseas offices. Secondments are an opportunity for you to acquire new skills and experience, develop your language skills and give you a valuable international perspective in a new business and cultural environment.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Clifford Chance is one of the

world’s top law firms because we think differently. Tell us what it is that makes you different – not what you think we want to hear. Tell us what makes you tick because we’re not interested in recruiting a ‘type’. Competition is fierce and the process will be challenging, but the people we want to hire will relish the challenges it brings.

How can students best prepare for an interview with your firm?

As well as providing us with basic information about your background and education, this is your opportunity to tell us what it is that makes you exceptional – we receive a very large number of applications from people who’d like to join us, so you should think about how you’re going to set yourself apart. We want to know what you can bring to the work we do at Clifford Chance. This is a crucial part of the overall process, and we’ll be looking for excellent communication – make sure your answers do you justice.

Student Jobs

Does your firm offer any casual or part-time employment?

The firm may occasionally have casual or part-time paralegal positions available. Where this is the case, roles are generally offered to past or future clerks / Graduates.

C L I F F O R D

C H A N C E

Careers

GET TO KNOW US

What areas of law do we practice?

Across our two Australian offices, Perth and Sydney, we advise clients on their most complex matters in areas including Corporate, Litigation & Dispute Resolution, Antitrust & Competition and Global Financial Markets.

Why are we different?

Our teams work across borders, languages and jurisdictions and share insights and expertise to achieve our clients' commercial goals.

Secondly, we're pioneers and work on many 'first-of-a-kind' deals.

Finally, it's the nature of our people - highly professional and self-assured, with an entrepreneurial streak. We embrace our culture of learning and collaboration.

CLERKSHIP PROGRAM

Who is eligible for clerkships?

Students must be at least in their penultimate year and are available to participate in the 2025 Graduate Program.

When are our clerkship programs held?

Sydney: November 2023 – January 2024

Perth: November – December 2023

How many clerks do we take?

Sydney: 8 – 12

Perth: 4 – 6

To submit your application, scan the QR code below.



Enquiries

Grads.Australia@CliffordChance.com

When should students apply?

You can apply between these dates.

Sydney: 5 June – 2 July 2023

Perth: 26 June – 30 July 2023

What kind of work can a clerk expect to do?

Our clerkship program is designed to provide you with a real insight into a legal career at Clifford Chance in Australia. Throughout the program, you will work alongside all levels of lawyers, including partners, while you assist with real-time matters.

You will have two rotations which allow you to experience two different practice areas.

Throughout the clerkship you will hear from various practice areas across the region which helps you develop a comprehensive understanding of life at a leading international law firm.

GRADUATE PROGRAM

Do we make graduate offers to the open market, or just through clerkships?

Graduate offers are primarily made from our clerkship program. However, if we decide to open applications to the wider market we will also consider applications from students who have not participated in our clerkship program.

How many graduate jobs do we offer?

Sydney: 6 – 10

Perth: 2 – 4

CORRS CHAMBERS WESTGARTH

Level 6, Brookfield Place Tower 2,
123 St Georges Terrace, Perth

Jennifer Jacobs
People & Performance Consultant
jennifer.jacobs@corrs.com.au

About the Firm

Firm practice groups:

Nationally, we have practice groups which specialise in the following areas of law: Arbitration; Banking and Finance; Class Actions; Commercial Litigation; Competition; Corporate; Energy and Natural Resources; Employment and Labour; Environment and Planning; Financial Sponsors; Investigations and Inquiries; Intellectual Property; Projects; Real Estate; Responsible Business and ESG; Restructuring; Insolvency and Special Situations (RISS); Tax; and Technology, Media and Telecommunications (TMT).

How would you describe your firm's culture?

Corrs Chambers Westgarth is Australia's leading independent Australian law firm. We're known for delivering legal excellence, exceptional client service and outstanding results.

Through our long-term relationships with leading law firms across the world, we advise on the most significant global matters and connect with the best lawyers internationally to provide our clients with the right team for every engagement.

At Corrs, you'll enjoy the benefits of working alongside a high-performing team in a culture defined by excellence, collaboration, commitment and respect.

How does your firm distinguish itself from other law firms?

Corrs lawyers are known for their strategic approach with clients. We don't just focus on legal advice, we provide our clients with strategic guidance to help them mitigate risks and achieve their business goals.

Our lawyers work together across practice groups to deliver exceptional results and support you in building your future, wherever you want to take it.

Our success is based on the success of our people. We encourage individuals to play to their strengths and we bring our diverse and talented lawyers together to create top-performing teams.

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

What are some notable awards your firm has recently received?

Corrs is consistently recognised as a leader in its field. We're proud of our many awards for world class service, client results and for being an employer of choice. This includes being

named Australian Law Firm of the Year in the 2022 Chambers Asia-Pacific & Greater China Region Awards.

Our lawyers are called out for legal excellence across a broad range of practice areas by independent and influential legal guides, including Chambers, Legal 500 and Best Lawyers.

Corrs is also consistently recognised as an employer of choice for graduate lawyers and we were recently featured in the Australian Association of Graduate Employers (AAGE) Top 75 Graduate Employers 2023 list as a top ranked law firm.

What significant work has your firm recently undertaken?

We let our work speak for itself. We're proud to work with some of the biggest organisations in the world on their most important matters.

Our clients include more than half of the top fifty ASX-listed companies, some of the largest privately owned companies in Australia and a number of global Fortune 500 companies.

We work with well-known organisations like AGL, Amazon, Australia Post, BP, Blackstone, CBA, Coles, eBay, Google, Johnson & Johnson, Medibank, NAB, PayPal,

Stockland, TPG Telecom, Rio Tinto, BHP, TransGrid, Wesfarmers and Westpac.

We also work with Federal and State governments, as well as on major transactions that make the news.

A few examples of our recent significant work can be seen here – <https://www.corrs.com.au/deals>

What kind of pro bono work does the firm engage in?

Corrs has a long and proud history of helping those in need.

We focus on how we can strategically make a long-term difference for a wider range of people by addressing systemic inequalities, and inspiring a new generation of lawyers to embrace their passion for pro bono work to create lasting impact.

As a graduate lawyer, you'll have the opportunity to make a real difference. In 2022 Corrs:

- Completed almost 28,300 hours across 571 matters (averaging 41.4 pro bono hours per lawyer) through our dedicated pro bono and community program;
- Acted pro bono for Harold Thomas, the owner of copyright in the Aboriginal Flag, in the landmark case which saw copyright in the Aboriginal Flag assigned to the Commonwealth. Corrs worked on the matter for over two years and in January 2022, the Prime Minister announced that the copyright had been secured and the flag was now freely available for public use by

all Australians. Corrs also worked with Mr Thomas to mint a non-fungible token (NFT) of the work, allowing Mr Thomas to retain the NFT and his moral rights in the Flag;

- Acted pro bono for Mr Noël Zihabamwe on his complaint to the United Nations Working Group on Enforced and Involuntary Disappearances in relation to the disappearance of his brothers in Rwanda; and
- Worked with Law Access WA, the Aboriginal Legal Service of WA and others on the Western Australian Driver's Licence Reform Project to provide proposals for legislative and administrative reforms aimed to overcome a range of practical, financial, legal and bureaucratic obstacles that can make it difficult for First Nations people living in remote areas to get a driver's licence, or requalify for one if it has been lost.

In our Perth office, Corrs provides legal representation and support services through our work with the Aboriginal Legal Service of WA; Circle Green Community Legal, an independent, not-for-profit community legal centre specialising in employment law; and the Street Law Centre, a free outreach legal service for the homeless and those at risk of homelessness in WA. For each of these, Corrs provides a secondee one day a week. Our Perth office also supports Law Access by providing legal advice and administrative secondees

sourced from our legal assistants.

Clerkships

During which periods do you offer clerkships?

Summer and winter

How many clerkship positions are available for 2023?

In 2023/24, Corrs Perth will offer three, three-week clerkship programs which will be held in either summer or winter. Each program will have approximately eight to ten clerks.

Overall, we anticipate recruiting 30 clerks for our Perth programs in 2023/24.

What tasks do clerks usually undertake?

The Corrs seasonal clerkship program enables you to work alongside some of Australia's leading lawyers on high-profile work for major Australian and international clients.

Our three-week 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.

You'll be exposed to a broad range of interesting matters. You'll also have the chance to complete a broad range of tasks, such as conducting research, reviewing and presenting documents, attending client meetings, court hearings, mediations and settlements, as well as shadowing partners and lawyers in client meetings and business development activities.

How can a clerk stand out or make a good impression?

We look for people who can make a positive contribution to the firm and help us in delivering legal excellence and outstanding client service.

During your time as a clerk with Corrs, it is important to be genuine, approach each task with enthusiasm, complete tasks to the best of your ability, be open to receiving feedback and strive for continuous improvement. In addition to this, if you have a great attitude, communicate well and have excellent attention to detail, this will help you stand out from your peers.

What are some things students should avoid doing in their clerkship applications?

There are a variety of obvious, and perhaps not so obvious, things students should aim to avoid when preparing and submitting clerkship applications. This includes:

- Applications that are excessively long. We recommend one page for cover letters, and a maximum of two to three pages for resumes. Please don't use screen shots of academic transcripts either!
- Applications not tailored to the firm. Make the effort to research the firm and tailor your application by referencing partners or deals that interest you and demonstrate why you would like to work at the firm.
- Applications riddled with spelling mistakes, or addressed to the wrong

firm – yes, this happens multiple times every year! Take the time to thoroughly proofread your application or have someone else read it for you.

- Applications full of weird fonts, unusual bullet points or graphics. Your application should be clean and easy to read – don't distract the reader unnecessarily from your key messages and experience or make it hard for them to review.
- Applications that simply repeat information verbatim in the cover letter and questions. Please don't cut and paste from your cover letter to answer the online application questions – the firm is asking these questions for a reason and wants to read something different.

Do you offer clerkships to non-penultimate year students?

Yes – we do accept applications from non-penultimate year students.

Graduate Jobs

What does your firm look for in a graduate?

The reason we continue to attract exceptional graduates and lawyers is simple: we provide you with the opportunity to work with great people on career-defining matters from the start of your career and offer opportunities to work and/or study internationally.

As with our clerks, we celebrate diversity in our graduates and

are looking for candidates who can bring a variety of ideas and experiences to the firm. In particular, we look for well-rounded individuals who can demonstrate exceptional academic performance, evidence of work experience (law or non-law related), as well as experience in leadership positions, volunteering or community service, and other extra-curricular activities.

In addition, we are looking for genuine, hard-working candidates who have great communication skills and approach their work with enthusiasm. We also look for candidates who are keen to learn, open to receiving feedback and continually improving themselves.

How can students apply for a graduate position?

Previous clerks will be eligible to receive a priority offer for 2023 graduate positions. Corrs contacts eligible clerks about the priority recruitment process in June, with offers made in late July.

If necessary, Corrs will open applications to the general market after the priority offer process.

How many positions are available in 2024?

Corrs anticipates recruiting between eight and ten graduates for our 2024 Graduate Development Program in the Perth office.

Does your firm offer any international opportunities

for graduates or junior lawyers?

Through our long-term relationships with leading law firms and institutions across the world, we offer a wide range of outstanding international opportunities for personal and professional growth.

Our international program will allow you to gain experience, skills and relationships that will provide enduring benefits throughout your career. In addition to our roles advising on significant global matters, connecting with the best law firms and lawyers internationally, we offer:

International secondment opportunities to premium independent firms in locations such as New York, London, Paris, Frankfurt, Madrid, Milan, Singapore and Tokyo.

Scholarships to study masters programs at leading institutions in Oxford and Cambridge.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Interviews can be a stressful or daunting process, so being nervous is understandable and perfectly okay – most candidates are! With this in mind, we take a relaxed approach to interviews – think conversation, rather than interrogation.

Ideally, we are looking for candidates who can build rapport with their interviewers and are comfortable articulating their experience, as well as

demonstrating why they are studying law and pursuing a commercial law career. We want to know why you applied to Corrs and what you know about us as a firm. We also want to get to know you as a person, so come ready to talk about your hobbies, interests or passions outside of the law too.

The interview should be a two-way discussion, so asking questions is definitely encouraged and welcomed.

How can students best prepare for an interview with your firm?

Don't underestimate the importance of good preparation for your interview, as a lack of planning will be evident to those interviewing you. A few key tips on preparing for an interview at Corrs are below.

- Plan your trip: Make sure you know where the firm is located and how you plan on getting there. Will you take public transport, drive in or get a lift?
- Be well presented: Organise what you are going to wear in advance and don't leave it to the last minute. Is the outfit professional, comfortable and ready to go?
- Arrive early: This ties in with planning your trip. Make sure you arrive 10 minutes early to your interview as this demonstrates you are organised, prepared and punctual.
- Research the firm: Check out the firm website, as well as media or newspapers to

pick up any current issues or news items relating to Corrs, our clients or the legal industry in general.

- Re-read your application: This will jog your memory on what you submitted and allow you to easily answer any cover letter or resume specific questions you may be asked.
- Relax: We want to get to know you as a person, so try to relax and go with the flow of the conversation, rather than being too stiff or rehearsed.

Student Jobs

Does your firm offer any casual or part-time employment?

We recruit casual paralegals to support our busy practice groups throughout the year. Please note that these opportunities are typically offered to candidates in our seasonal clerkship pool but, from time-to-time, we recruit from the open market.

How can students find these opportunities and apply?

Expressions of interest for casual paralegal opportunities can be submitted via email to the local People & Performance Consultant for their review and consideration. Interested applicants will need to provide a copy of their resume and latest academic transcript, together with an indication of their availability.

CORRS
CHAMBERS
WESTGARTH

Achieve your ambition.

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

corrs.com.au/graduates



DLA PIPER

Level 21, 240 St Georges Terrace,
Perth 6000

Anabelle Harvey (Local)
graduaterecruitmentAUS@dlapiper.com

Jenny Dawkins (National)
graduaterecruitmentAUS@dlapiper.com

About the Firm

Firm practice groups:

Corporate, Intellectual Property and Technology, Litigation & Regulatory, Finance, Projects, and Restructuring, Real Estate, Employment, Tax

What are your core values?

In everything we do connected with our People, our Clients and our Communities, we live by four values: Be Supportive, Be Bold, Be Collaborative and Be Exceptional.

How would you describe your firm's culture?

We're a global business that's redefining the expectations of a law firm. We operate across more than 40 countries, but we're still locally connected. That's because trusting, collaborative relationships with our clients and each other are at the heart of our success. We're creating exceptional experiences, outcomes and growth for our clients and people.

We make this happen with a culture where you bring your passion and individuality to work every day. No two careers – or two people – are the same at DLA Piper. We want you to reach your full potential as part of a diverse, global team that thrives on collaboration, seizing opportunities and commercial edge. Here, personal growth goes

hand in hand with professional development to shape your individual career journey.

How does your firm distinguish itself from other law firms?

We help the world's top companies with their business-critical issues. Many of the deals we work on are complex and challenging – transcending not just practice areas, but borders, languages and legal systems.

As a firm, we never stand still. We think nimbly and seize opportunities. We're ambitious and are never afraid to innovate. So, if you possess these qualities too, there could be a bright future for you at DLA Piper.

What are some notable awards your firm has recently received?

- Mergermarket: For the 13th consecutive year, DLA Piper was the highest-ranked legal advisor in the world for M&A deal volume
- Australian Business Awards (2022): Employer of Choice
- Australian HR Awards (2022): Excellence Awardee
- Australian Workplace Equality Index (AWEI) silver ranking at the Australian LGBTQ Inclusion Awards (2022)
- Lawyers Weekly Australian

Law Awards (2021):
Insurance Team of the Year

What significant work has your firm recently undertaken?

DLA Piper in Australia is a full service business law firm providing clients with an extensive breadth and depth of service across four capital cities nationally. As trusted legal advisors to approximately a third of the ASX 100 companies or their subsidiaries and all levels of government, we take great pride in our reputation as a firm that is friendly, accessible and easy to do business with.

Some significant work that we have recently undertaken includes:

- DLA Piper is advising Pantoro Limited (ASX:PNR) on its acquisition of Tulla Resources plc (ASX:TUL) and A\$75 million capital raising
- DLA Piper has advised QuadReal – a global real estate investment firm headquartered in Vancouver – in a joint venture with Lendlease to develop a \$300m build-to-rent development in Brisbane
- DLA Piper has advised a joint venture between PATRIZIA and Mitsui, on the launch of their new APAC Sustainable Infrastructure Fund, which

has USD 110 million of equity at first close

- DLA Piper has advised Singapore-based Solar United Network Pte. Ltd. on the project financing of the Merredin solar farm

What kind of pro bono work does the firm engage in?

DLA Piper has a longstanding and deep commitment to giving back and making a positive contribution to our local and global economies. This commitment exists at every level within the firm and is part of our culture.

The DLA Piper pro bono team is one of the world's largest pro bono practices. Last year our people contributed over 205,000 pro bono hours globally.

Our pro bono work is incredibly diverse and we work across the globe to promote access to justice, advocate for victims of gender based violence and combat climate change. The rights of displaced people is a key global focus area for the firm and we regularly represent asylum seeking women, children and members of the LGBT+ community.

Clerkships

During which periods do you offer clerkships?

Summer 1 and Summer 2.

How many clerkship positions are available for 2023?

Approximately 35 - 40 across

our Australian offices.

What tasks do clerks usually undertake?

Our clerkship programme starts with an induction. This induction provides an in-depth introduction to the legal sector and the firm's practice groups. It also builds your professional skills and workplace capability. Throughout the induction, there will be opportunities to hear from and network with senior members of the firm.

Once you are inducted, you'll have the opportunity to complete work placements in our different practice groups and you will be given real responsibilities. Whether you're attending a court hearing, contributing to a client meeting or assisting a large corporate transaction, you'll have plenty of opportunities to reach your potential.

How can a clerk stand out or make a good impression?

We are seeking applicants that are passionate about a career in Law and becoming a future graduate solicitor. We do not expect applicants to have had prior experience in Law. When applying, we'd encourage you to think broadly about your experiences and achievements from your recent past and ensure these are clearly articulated on your CV.

What are some things students should avoid doing in their clerkship applications?

Take the time to look into who we are and the type of work

we do so you can tailor your application to demonstrate why you are interested in a clerkship at DLA Piper.

Do you offer clerkships to non-penultimate year students?

Yes. We accept applications from final year students.

Graduate Jobs

What does your firm look for in a graduate?

Our people come from a diverse range of backgrounds. That's what sets us apart. By opening up a range of difference and unique perspectives, we are able to service our clients better. You will need a strong academic record, and a real passion for developing a career as a lawyer. But it goes further than that...

Among other things, we'll be looking for candidates who are naturally inquisitive, have plenty of drive, and can show a genuine commitment to their chosen career path. By bringing your authentic self to work every day, you'll have an instinct ability to build relationships with peers, colleagues and clients alike.

How do students apply for a graduate position?

Priority offers will be made to candidates who participate in our Clerkship Programme.

How many positions are available in 2023?

We typically offer around 20-25 positions across our four Australian offices - Brisbane, Melbourne, Perth and Sydney.

Does your firm offer any international opportunities for graduates or junior lawyers?

Not to work on an international basis as we are primarily an Australian national firm however there is scope to work on international matters dependent on practice group.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

An enthusiastic and open attitude, so that you present your genuine self in the interview. Do not come with so many pre-prepared answers; answer the questions as they come honestly and to the point.

How can students best prepare for an interview with your firm?

Complete research on the firm, its people, achievements, notable matters, and professional highlights.

Student Jobs

Does your firm offer any casual or part-time employment?

Yes, there are often opportunities that arise to join on a casual basis as a Paralegal. Apply through our website on the Careers page: millsOakley.com.au



DLA Piper

Your path to a career with us

DLA Piper is a global business law firm based in the Americas, EMEA and Asia Pacific. We help clients succeed through innovative and pragmatic legal solutions. Leading businesses across the world trust us with their most complex matters, and rely on our seamless cross-border prowess and sector knowledge. Wherever you are, and whatever your challenge, we speak your language. In everything we do connected with our People, our Clients and our Communities, we live by four values: Be Supportive, Be Bold, Be Collaborative and Be Exceptional.

CLERKSHIP PROGRAMME

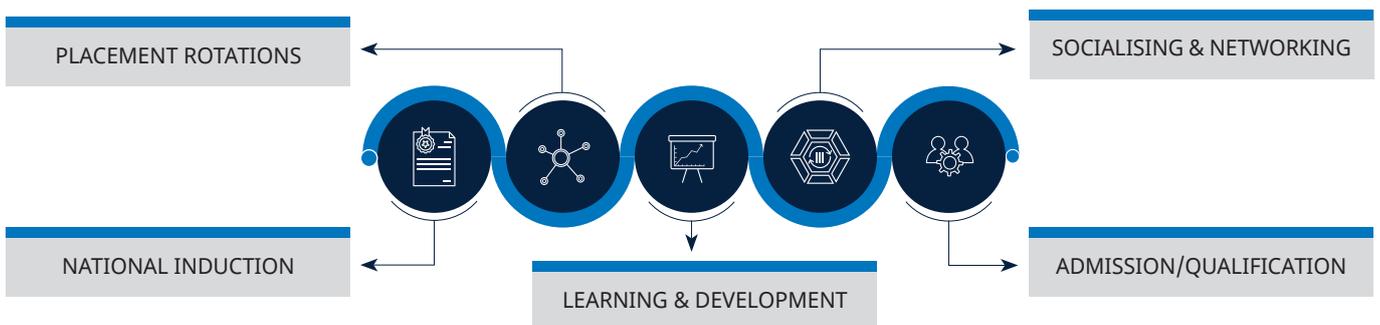
During your Clerkship, you'll experience what life is really like at DLA Piper. What's more, you'll be considered for a place on our Graduate Programme. Throughout your programme, you will do more than just shadow our lawyers. You will be given real responsibilities. Whether you're attending a court hearing, contributing to a client meeting or expanding your professional network at social events, you'll have plenty of opportunity to discover your potential. Visit our website www.dlapipergraduates.com to find out more about our clerkships across our Australian offices.

NATIONAL GRADUATE PROGRAMME

During your graduate programme, you will experience a number of rotations throughout our eight different practice groups, giving you the opportunity to develop your knowledge and skills. By the end of the programme, you'll emerge with a clearer understanding of where your talents and interests lie. The experience you'll have gained, as well as the networks built will provide a strong foundation for your future career at DLA Piper.

NATIONAL INDUCTION

At DLA Piper, we know that the connections you make within our network will stay with you for the rest of your career. At the start of your graduate programme, you will participate in a National Graduate Induction, which brings together our graduates from the all 4 offices in Australia to take part in a fun, engaging and experiential learning programme. The Graduate Induction takes place in Sydney where we bring together our National graduate cohort and is an inspirational and memorable week filled with business leaders, engaging team building activities and the networking opportunity of a lifetime. We're committed to giving our graduates an industry leading start to their careers.



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GILBERT+TOBIN

Level 16, Brookfield Tower Two,
123 St Georges Tce, Perth 6000

Lisa Harold
lharold@gtlaw.com.au

About the Firm

Firm practice groups:

Corporate Advisory, Disputes + Investigations, Energy + Resources

What are your core values?

Our firm is committed to outstanding citizenship. Gilbert + Tobin's vision is to build a truly outstanding law firm, renowned for our commitment to client service and distinctive in our superior team of talented, creative, and enthusiastic lawyers. We foster a vibrant and open culture providing personal and professional growth for all our people. We live out our responsibility to support our community and contribute to our society. Our pro bono legal services has a proud track record and we champion important causes, such as marriage equality and reconciliation with Australia's Indigenous peoples.

How would you describe your firm's culture?

G+T's structure is egalitarian with no hierarchy or bureaucracy. G+T allows its people to tackle new and complex work and to develop quickly, both professionally and personally. Our flat structure enables our clerks and graduate lawyers to work directly with more experienced lawyers as well as partners on a variety of matters.

Our culture is unique, and at its heart it is a paradox. It is energetic and proactive, incredibly driven, and ambitious – but also understated, funny and generous.

We offer an informal and relaxed environment, approachable partners and lawyers, diverse teams, friendly people who care about the firm and the high-performance contribution they make irrespective of their role.

How does your firm distinguish itself from other law firms?

We constantly look for ways to bring out the best in ourselves as well as others. This is what underlies the positive, productive, and personal relationships we build with each other, and with our clients. Interactions that embrace what it means to be an individual.

Our clerks and graduates are often attracted to the firm because of the egalitarian, open structure. Our people have the opportunity to go as far as they want, the pace is fast and constant, but you will get to work on matters that interest and stimulate you early in your career. G+T challenges people irrespective of their role – and that pushes you to do and be better.

What are some notable awards your firm has

recently received?

2023 BEST LAWYERS AUSTRALIA

- 75 Gilbert + Tobin partners were recognised across 50 areas of law, including 9 who were named Lawyer of the Year in their respective specialisations.

2023 CHAMBERS

- 45 partners are recognised across 22 areas of law. We are ranked Band 1 in Acquisition Finance, Corporate Finance, Corporate/M&A, Equity Capital Markets, Private Equity, Competition & Antitrust, Charities, TMT, and Fintech.

2023 LEGAL 500 ASIA PACIFIC

- Gilbert + Tobin has been ranked Tier 1 across ten different practice areas, including Banking and Finance, Project Finance and Restructuring and Insolvency.

2021 AUSTRALASIAN LAW AWARDS

- Gilbert + Tobin won two awards:
- Law Firm of the Year (101-500 lawyers)
- Excellence in Technology & Innovation

2021 CLIENT CHOICE AWARDS

- Gilbert + Tobin took out

Most Innovative Firm for the fourth year in a row.

2020 AUSTRALASIAN LAW AWARDS

- Gilbert + Tobin won five awards including:
- Law Firm of the Year (101-500 lawyers)
- Corporate Citizen Firm of the Year
- Law Firm Leader of the Year – Danny Gilbert
- Insolvency & Restructuring Deal of the Year (Wollongong Coal and Jindal Steel & Power debt restructuring)
- Energy & Resources Deal of the Year (sale of Mineral Resources' Lithium assets)

2020 EMPLOYER OF CHOICE FOR GENDER EQUALITY

- Gilbert + Tobin received an Employer of Choice for Gender Equality citation from the Workplace Gender Equality Agency.

What significant work has your firm recently undertaken?

IMDEX LIMITED

- Advising on its \$224 million institutional placement and accelerated non-renounceable entitlement offer.

FIREFINCH LIMITED

- Advising Firefinch in relation to capital raisings totalling approximately \$200m and the proposed spin-off and ASX listing of Leo Lithium Limited.

MINERAL RESOURCES LIMITED

- Advising on its unsolicited off-market scrip takeover bid for all of the fully paid ordinary shares in Norwest Energy NL.

OZ MINERALS LIMITED

- Advising on its:
- \$9.6 billion acquisition by BHP by way of scheme of arrangement
- \$76 million acquisition of Cassini Resources by scheme of arrangement and the separate and interconditional demerger of Caspin Resources.

LEO LITHIUM LIMITED

- Advising on the establishment of a 50:50 joint venture with Jiangxi Ganfeng Lithium Co for the development of the Goulamina Lithium Project in Mali.

TELLUSHOLDINGS LIMITED

- Advising on regulatory, tenure and land access matters and related financing issues for its unique dual stream mining and waste disposal business.

WESFARMERS LIMITED

- Advising Wesfarmers and Covalent Lithium in relation to approvals and joint venture arrangements associated with the development of the Mount Holland lithium project in Western Australia.

ORA BANDA MINING LIMITED

- Advising on tenement related disputes, including a current matter in the Supreme Court of Western Australia regarding a contractual dispute involving a split-

commodity agreement.

CITIC PACIFIC MINING MANAGEMENT PTY LTD

- Advising in the Supreme Court decision of *Thaluntha Pty Ltd v CITIC Pacific Mining Management & Ors* [2019] WASC 196, which was instrumental in determining the validity of native title compensation agreements with native title claims whose claims have been dismissed.

What kind of pro bono work does the firm engage in?

With a dedicated team of lawyers and two partners, G+T is a pro bono pioneer in Australia's legal sector. The firm believes that lawyers have a responsibility to ensure that the legal system is fair, equitable and accessible to all.

G+T is a proud advocate of social justice and focuses on providing advice and support to marginalised and disadvantaged clients and the organisations that work with them. The practice covers many diverse areas of law including discrimination, administrative law, defamation, and public international law. Pro bono work at Gilbert + Tobin is particularly focused on issues affecting Aboriginal and Torres Strait Islander people, refugees, people with disabilities and the protection of human rights.

G+T's large pro bono practice is supplemented by our corporate social responsibility practice, which is focused on three priorities – reconciliation with Indigenous Australians,

sustainability, and community programs.

Clerkships

During which periods do you offer clerkships?

- Summer (November/December)
- Winter (June/July)

How many clerkship positions are available for 2023?

7 to 10 per intake

What tasks do clerks usually undertake?

While strong university results and academic achievements count, we are also looking for people who align with our firm's culture and values. We are not a prescriptive firm when it comes to our people; we invite individuality and diversity. We also hold ambition, imagination, creative thinking, and entrepreneurial spirit in high regard. Our people are collaborative, passionate, and dedicated, but most of all they enjoy what they do and never forget to have fun. We seek clerks and graduates that will complement our practice groups and do not feel the need to take themselves too seriously.

How can a clerk stand out or make a good impression?

While strong university results and academic achievements count, we are also looking for people who align with our firm's culture and values. We are not a prescriptive firm when it comes to our people; we invite

individuality and diversity. We also hold ambition, imagination, creative thinking, and entrepreneurial spirit in high regard. Our people are collaborative, passionate, and dedicated, but most of all they enjoy what they do and never forget to have fun. We seek clerks and graduates that will complement our practice groups and do not feel the need to take themselves too seriously.

What are some things students should avoid doing in their clerkship applications?

Clerkship applications should be completed accurately and include all ancillary documents to support the application.

Do you offer clerkships to non-penultimate year students?

Preference is given to students in their penultimate year.

Graduate Jobs

What does your firm look for in a graduate?

We look for graduates who are comfortable working in teams, but who are also self-motivated and are able to identify opportunities and work with our firm leaders to act on those opportunities.

G+T is a supportive environment with enough structure in place for graduates to learn and thrive, but also gives you the space to develop your career how you want to. We will also support people who may want

to do things differently.

How can students apply for a graduate position?

The primary pathway for graduates is currently via our clerkship programs.

How many positions are available in 2023?

Subject to business requirements, we anticipate having 3-5 graduate positions available in 2024.

Does your firm offer any international opportunities for graduates or junior lawyers?

G+T offers secondment opportunities both within Australia and overseas to experienced lawyers. These secondments provide an opportunity for both personal and professional development. Our lawyers tell us that their secondment experience has been an invaluable part of their career development. G+T has a "best friends" network with top tier firms internationally. We will support you in seeking opportunities to work overseas, which will expand your commercial skills in a global setting.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

It is important for students to demonstrate enthusiasm, curiosity and to have an understanding and genuine interest in the firm's practice

areas and its strengths. Keeping up to date with current issues facing the legal industry, and more broadly, staying informed of the happenings and developments occurring in the business world. We also want to get to know you and what you like to do outside of the law.

How can students best prepare for an interview with your firm?

Review your CV and cover letter before your interview. Your CV and cover letter have created a positive impression, so you now have an opportunity to reinforce this opinion. The interview should be seen as a two-way process: the firm may ask you to expand on elements of your cover letter and CV, and you will be invited to ask us questions.

Research the firm, its practice areas, and in particular, those who are interviewing you.

Student Jobs

Does your firm offer any casual or part-time employment?

Casual roles, such as Paralegals, are generally offered to students who have completed a clerkship with us.

How can students find these opportunities and apply?

We accept expressions of interest for paralegals and other casual opportunities via our careers page on our website.



IMPACT STARTS HERE



G+T has the momentum and energy to be Australia's best corporate law firm. Our clients turn to us at pivotal moments in their growth trajectory – from industry-shaping M+A deals to high-stakes disputes and regulatory work.

From your first day with us, you'll be given work that matters – not paperwork. You'll be exposed to milestone deals and major clients across Australia, Asia, Europe, North America and emerging markets. And you'll feel like you're making a difference and learning from the best lawyers in their fields.

You'll also have the opportunity to work in practice areas focused on ESG and the transition to renewable energy, as well as emerging regulatory change and tech transformation.

Join our team in the heart of the CBD, and work alongside Australia's leading practitioners in: Corporate Advisory, Energy + Resources, and Disputes + Investigations. We also practice in the following areas nationally:

- + Banking + Projects
- + Competition + Regulation
- + Pro Bono
- + Tech + IP

If you share our entrepreneurial spirit and restless energy, you'll feel like you belong with us here at G+T. And you'll see how quickly our network can open doors to experiences that will take you further, faster.

Launch your career with G+T

» Visit gtlaw.com.au/starthere

“As a progressive firm, we are constantly changing and always thinking about the future. That's why we're always looking for fresh ideas and energy. For talented people who will make an impact in their careers, wherever that takes them.”

Danny Gilbert
Managing Partner

HAMILTON LOCKE

Level 48/152-158 St Georges Terrace

talent@hpxgroup.com.au

About the Firm

Firm practice groups:

- Financial Services
- Mining & Resources
- Capital Markets
- Corporate, M&A & Private Equity
- Finance
- IP & Technology
- Litigation & Dispute Resolution
- Property
- Restructuring & Insolvency
- Tax
- Workplace & Employment

What are your core values?

We are a values-led organisation in the sense that we will encourage behaviours, select clients, build incentives, and create systems by reference to our HALO values - **High performance, Agility, Leadership, Openness.**

At Hamilton Locke, we value people who are **high performers** and aim to be the best they can be to achieve great things. We operate in a dynamic environment and welcome **agility**, accepting uncertainty, adaptability to change and openness to adopting new ideas and shifting mindsets in response to change.

Hamilton Locke is a non-hierarchical and market-focused organisation. We value people that put the team first, take

ownership, are trustworthy and lead by example. We admire **leaders** that have courage and are generous with time and opportunities. Lastly, we are constantly evolving the business of law. Our people need to be **open** to new ideas, embrace change, give credit where due and be candid, authentic and direct.

How would you describe your firm's culture?

At Hamilton Locke, our driving force is PX – People Experience. We deliberately create a culture that serves our purpose by clearly articulating and agreeing on our purpose and the behaviours that are consistent with our values.

We believe that focusing on PX through cultivating a vibrant and healthy work environment is what leads to the best possible CX, or client experience, and ultimately success for ourselves, our firm, and our clients. At Hamilton Locke, our driving force is PX – People Experience. We deliberately create a culture that serves our purpose by clearly articulating and agreeing on our purpose and the behaviours that are consistent with our values.

We believe that focusing on **PX** through cultivating a vibrant and healthy work environment is what leads to the best possible **CX**, or client experience, and ultimately success for ourselves, our firm, and our clients.

How does your firm distinguish itself from other law firms?

We believe that Hamilton Locke differs from other law firms due to having built a people-centric business from day one, bringing together top talent from across the globe. We are driven by maximising the 'people experience' – PX and creating a vibrant culture. We believe a strong PX drives the best possible 'client experience' – CX and therefore we strive to create a work environment focused on learning, teamwork and collaboration, underpinned by a values-based leadership model.

We are building adjacent business lines with our colleagues at Source Services. Source provides a different approach to in-house style essential professional services. We provide high-quality and on-demand legal, HR, governance, risk and compliance services with an unmatched depth and breadth of expertise.

In addition, as Australia's fastest-growing law firm, we also distinguish ourselves through a number of the benefits we offer our people, including:

- **da Vinci Development Program** - Our da Vinci Development Program encourages employees to try new hobbies by subsidising the cost and providing

additional annual leave

- **Adventure Club** - Each year we organise a subsidised annual team trip involving hiking and adventure activities
- **Birthday leave** - We offer all of our permanent employees an additional day of paid leave each year to be taken on or around your birthday
- **Equity** - All of our employees hold equity in HPX Group, making everyone an owner.

What are some notable awards your firm has recently received?

- Best Lawyers: 16th edition of The Best Lawyers in Australia Report (15 Partners, 17 Practices)
- Finalist in the Financial Times Innovative Lawyers Asia-Pacific 2023 Awards in the “Innovation in People & Skills” category
- 2023 Client Choice Awards winner in the category “Best Banking, Finance & Insurance Firm (<\$30m revenue)”
- Australasian Lawyer’s 2023 Australasian Law Awards for the category ‘Law Firm of the Year (101-500 Lawyers)’ – excellence awardee
- Legal 500 Asia-Pacific 2023 Guide

Fintech and Financial Service Regulatory (Tier 4)

Banking and Finance (Tier 4)

Corporate and M&A (Tier 4)

Restructuring and Insolvency

team (Tier 5)

- Chambers and Partners Asia-Pacific 2023 Guide.

Band 6 for Corporate M&A

Band 5 for Private Equity

Band 5 for Restructuring and Insolvency

Band 4 for Funds and Financial Services

- Recognised by The Australian Financial Review (AFR) as Australia’s fastest-growing law firm in the AFR’s Law Partnership Survey
- 2022 Doyle’s Guide (Western Australian)

Leading Energy and Resources Law Firm

Leading Energy & Resources Lawyers - Michael Boyce

Leading Corporate Lawyers - Shaun Hardcastle

- Recognised for a third year in a row by Australasian Lawyer in its 2022 5-Star Employer of Choice list
- Recognised in The Australian Financial Review as Australia’s fastest-growing law firm and a top 30 law firm Finalist for Lawyers Weekly 2022 Australian Law Awards.

Employer of Choice

Wellness Initiative of the Year

What significant work has your firm recently undertaken?

Our Perth team have advised on the following recent matters:

- Chalice Mining on its \$100 million placement
- Advised Bellevue Gold on its

\$60 million placement and \$10 million share purchase plan

- Green Technology Metals on its \$55 million placement
- Allegiance Coal on its issue of secured convertible notes raising \$42.9 million
- Bellavista Resource, Botola Energy and Basin Energy on their IPOs and ASX listings
- Canadian entity, Sarama Resources on its IPO and ASX dual listing
- Argonaut Securities, Macquarie Capital and Canaccord Genuity on its underwriting of a \$100 million placement by Global Lithium Resources Limited
- Canaccord Genuity and Argonaut Securities on its joint underwriting of a \$130 million placement by De Grey Mining Limited
- Euroz Hartleys on its underwriting of a \$55 million placement and non-underwritten \$5 million share purchase plan by Mincor Resources NL
- K-TIG on its binding agreement to acquire 100% of Graham Engineering Limited, a manufacturing and engineering company providing products for the UK nuclear decommissioning industry
- Sichuan Road and Bridge Group on its USD166 million acquisition of the Colluli Potash Project in Eritrea from Danakali Limited
- Sheffield Holdings, LP on its

USD60 million acquisition of 50% of Origin's 77.5% interest in the Beetaloo Basin Gas Project in the Northern Territory

- International renewables company, juwi, on renewables projects in NSW and Victoria
- Enervest on renewables projects across SA, Victoria, Queensland and NSW
- CBH Group in State Administrative Tribunal proceedings to defend a claim of age discrimination made by a worker
- Employment advice to an ASX-listed mining company on the termination of its Executive Director, including advice around termination entitlements and the preparation of a Separation Deed

What kind of pro bono work does the firm engage in?

Often what we do and what we can give cannot be accessed by all members of the community.

This may be due to cost, circumstance or other barriers. At Hamilton Locke, we believe it is our responsibility to engage with the wider community to break down these barriers and leverage our resources. Our commitment is to make a positive, sustainable and meaningful impact in the community.

The Hamilton Locke Community and Pro Bono Program is comprised of two distinct branches to maximise impact.

The Community Program

focuses primarily on hands-on support for the cause, whether through workshops, mentoring, resources and other in-kind support.

The Pro Bono Program focuses on providing legal advice in support of the organisation. In doing so, we understand and celebrate our role as lawyers to increase access to justice and give a voice to those who are otherwise marginalised.

Clerkships

During which periods do you offer clerkships?

- Summer Intake 1: 20 November 2023 – 15 December 2023
- Summer Intake 2: 15 January 2024 – 9 February 2024
- Winter Intake: 17 June 2024 – 12 July 2024

How many clerkship positions are available for 2023?

At Hamilton, we offer 2 to 4 positions per intake

What tasks do clerks usually undertake?

During your Clerkship, you will have the opportunity to work in our diverse practice areas, including corporate, finance, litigation, real estate, energy, and employment law, in a supportive and collaborative environment which will allow you to develop your legal skills. You'll get the chance to work on real matters

and gain practical experience in a range of legal areas, including attending court hearings, attending meetings with clients and working on complex legal transactions.

How can a clerk stand out or make a good impression?

The clerks who have succeeded during their clerkship and have received a graduate position will have displayed excellent legal and technical skills, have been up to the challenge and have embodied our values of high performance, agility, leadership and openness.

What are some things students should avoid doing in their clerkship applications?

Avoid spelling and grammar mistakes. Showing a high level of attention to detail is extremely important during the application process. Answer all application questions and clearly articulate why you are interested in joining Hamilton Locke. Submit all application requirements such as application questions, resume and academic transcript.

Do you offer clerkships to non-penultimate year students?

The Clerkship Program is aimed at students who are in their penultimate year of university. If you are in your final year, we encourage you to apply for our Graduate Program.

Graduate Jobs

What does your firm look for in a graduate?

We look for ambitious and enthusiastic graduates who embody our values of high performance, agility, leadership and openness. It is important that our graduates are committed to cultivating our PX culture and creating a vibrant and healthy work environment.

How can students apply for a graduate position?

We open applications on our Hamilton Locke careers page, as well as platforms such as LinkedIn and Seek.

How many positions are available in 2023?

Up to 4 positions

Does your firm offer any international opportunities for graduates or junior lawyers?

We have recently opened an office in Auckland and our graduates will have the opportunity to preference a rotation in an office outside their home office, including Auckland. We also have relationships with friendly firms in other cities around the world through which we have reciprocal placement opportunities.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Someone who is well-prepared

and has done their research on Hamilton Locke, more importantly on our values and who we are as an organisation. We appreciate someone who can draw on and align their own values with the firm's values. Our potential candidate must display our values, confidence, determination, and resilience towards PX and CX.

How can students best prepare for an interview with your firm?

Read up on our journey and our vision and make sure that this firm is aligned with your own vision and values. Have an understanding of our practice groups, clients and the work we do. Be prepared to answer questions centred around our values, practice groups and your own goals and ambitions.

Tips for the day: Plan your trip, present yourself well, arrive early, re-read your application and our expectations of you, and centre yourself in the moment and relax.

Student Jobs

Does your firm offer any casual or part-time employment?

Yes, we offer casual paralegal roles.

How can students find these opportunities and apply?

On our Hamilton Locke careers page on our website.

Hamilton Locke Graduate and Clerkship Programs

At Hamilton Locke, our driving force is PX – People Experience.

We believe that focusing on PX through cultivating a vibrant and healthy work environment is what leads to the best possible CX, or Client Experience, and ultimately success for ourselves, our firm, and our clients.

Our Graduate and Clerkship Programs are designed with the PX emphasis at their core, enabling you to grow and thrive during these crucial early stages of your career in law.

Read on over the page to find out more about the Hamilton Locke approach and the benefits of undertaking one of our Graduate or Clerkship Programs.



Hamilton Locke is an innovative law firm that offers a new approach to corporate and commercial legal services.

Our focus is on providing exceptional service, delivering the best commercial advice to help solve our clients' complex legal problems, and continually growing, both individually and as a firm. This has been exemplified through Hamilton Locke being recognised as Australia's fastest-growing commercial and corporate law firm for two years running!

Hamilton Locke Employee Benefits



da Vinci Development Program

Encouraging employees to try new hobbies by subsidising the cost and providing additional annual leave



Annual Firm-Wide Trip



Birthday Leave



Flexible Working Arrangements



Development Opportunities

Regular lunch and learns, strategy days and retreats, continuous feedback and our Dux Academy teach a broad range of technical and leadership skills at all levels

HERBERT SMITH FREEHILLS

Kashmirra Thevar
Graduate Recruitment Consultant
kashmirra.thevar@hsf.com

1 The Esplanade, Perth 6000

About the Firm

Firm practice groups:

In Perth, we have the following practice groups:

- Disputes
- Corporate (M&A and Energy & Resources)
- Projects
- Technology, Media and Telecommunications
- Employment, Industrial Relations and Safety
- Real Estate
- Environment

What are your core values?

Human, Bold & Outstanding

How would you describe your firm's culture?

We're proud to say that we put people first. Our firm is built on a diverse culture, reflective of the societies in which we live and work. That's why inclusivity is key to our success. At Herbert Smith Freehills, you'll be valued for what makes you different and accepted for who you are. We recognise the power of diversity and inclusion to drive innovation, collaboration and business outcomes. So, whether it's working on the latest advancements in digital law, taking part in some of the biggest mergers and acquisitions around, or helping people

through our extensive pro bono work – you'll develop the skills to solve the most complex challenges in thoughtful and innovative ways.

How does your firm distinguish itself from other law firms?

We think it's a combination of being a truly global firm and having a leading domestic practice. This means that when you join, you'll be working on the most complex and interesting matters and also benefit from having an international network, exposing you to overseas opportunities. Despite the global nature of the firm, you will feel supported and connected to your local teams.

What are some notable awards your firm has recently received?

- 2022 Australian Dealmaker of the Year
- 2022 Financial Service M&A Legal Adviser of the Year
- 2022 Energy, Mining and Utilities M&A Legal Adviser of the Year
- Top Employer of Choice in the Law category by GradAustralia
- Top Global Employer 2020 (Stonewall)
- Ranked 3rd in the UK Social Mobility Index (2021)

- Australian Minds Count Award for best workplace mental health initiative (2019)

What significant work has your firm recently undertaken?

- Advised syndicate of banks on first-of-its-kind portfolio financing of battery energy storage system in Taiwan
- 2021's largest ASX listing by market value (GQG Partners on its A\$5.9b IPO)
- Largest takeover and the largest infrastructure deal in Australian history (Sydney Aviation Alliance in its A\$32 billion (EV) acquisition of Sydney Airport)
- Largest hostile takeover in 10 years (Boral in its response to Seven Group's hostile takeover bid valuing Boral at A\$8b)
- Australia's largest Public Private Partnership (Financiers to the A\$11.1b North East Link PPP)
- The Victorian Government in class actions regarding mandatory hotel quarantine.
- A landmark criminal cartel prosecution brought by the CDPP following an ACCC investigation which broke new ground in Australia (Citigroup)

- Australia’s first operational infrastructure project refinancing compliant with Green Loan and Social Loan Principles (Celsus on A\$2.2b refinancing of Royal Adelaide Hospital)

What kind of pro bono work does the firm engage in?

Our lawyers are encouraged to participate in the firm’s pro bono practice. This might be internationally or closer to home – it really is up to you. Globally we focus on five key areas: access to justice, international development, social impact investment, not-for-profit advisory work and human rights (particularly anti-trafficking and anti-slavery).

Clerkships

During which periods do you offer clerkships?

Summer and Winter

How many clerkship positions are available for 2023?

30-35

What tasks do clerks usually undertake?

Every day is different. As a clerk you will be immersed in whatever matter the group has on at the time. In Disputes or Employment, you may be researching a new piece of legislation, drafting advice for a client or preparing for an upcoming trial. In the transactional teams you will likely be preparing the first drafts of agreements, assisting with research on regulatory

frameworks and attending client meetings. We also encourage our clerks and graduates to seek out work that interests them, whether it be assisting adjacent teams in the group, innovation projects with our Digital Law Group or Legal Operations Group or getting involved with Pro Bono matters.

How can a clerk stand out or make a good impression?

A successful clerkship is one where you can balance:

- Building great relationships across the firm and networking with the practices and members of the team you’re genuinely eager to learn more about.
- Be enthusiastic – say “yes” to new opportunities and volunteer to get involved in areas you are interested in.
- Delivering great quality work for your team that assists in their ongoing pieces of work.
- Showing attention to detail, accountability and awareness of what our clients’ needs might be.

What are some things students should avoid doing in their clerkship applications?

Some common mistakes we see are:

- Discounting their non-legal work experience – we want to hear about all of your achievements!
- Spelling and consistency errors.
- Not conducting research

into the firm they are applying for.

- Not being clear on your ‘why’.

Do you offer clerkships to non-penultimate year students?

Our clerkship program is open to non-penultimate year students, however we prioritise applications from penultimate year students. Our clerks and graduates often find it is better to time their clerkship and the commencement of the graduate program on either side of their final year of study.

Graduate Jobs

What does your firm look for in a graduate?

Great lawyers are both curious and creative. We encourage you to challenge assumptions and open yourself up to new ideas – we’re as eager to learn from you, as you are from us.

There’s no single path to becoming an exceptional commercial lawyer. We look beyond your academic record and your technical aptitude. We’re focused on finding people who have the curiosity to explore all the angles and the empathy to place themselves in their client’s shoes.

How can students apply for a graduate position?

We select many of our graduates through our vacation clerkship program.

How many positions are

available in 2023?

11-14

Does your firm offer any international opportunities for graduates or junior lawyers?

Yes. As part of our graduate program, you will have the opportunity to apply for an international secondment within your first two years in the job. This is a six-month secondment with all the support from the firm you might need to succeed (e.g. transport, accommodation, language lessons). Our graduates have previously been seconded to our London, Tokyo, Singapore, Seoul and Hong Kong offices.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

We are not looking for the finished product and we know that gaining legal work experience can be difficult. What we are looking for is your potential. Demonstrate the transferable skills you have gained through the experience that you have – legal or non-legal.

When talking about your experience, explain how the skills you have gained are relevant to a career in law – and to Herbert Smith Freehills specifically. Consider the way we work and the skills and abilities we look for to deliver a consistently excellent experience for our clients.

How can students best prepare for an interview

with your firm?

- Know where your strengths are and guide the conversation to touch on your experiences that demonstrates them
- We don't expect you to have a great deal of experience or knowledge of specific sectors, but it is worth doing some basic research into what practice areas a firm offers
- Put thought into the questions you'd like to ask us

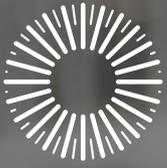
Student Jobs

Does your firm offer any casual or part-time employment?

Yes. From time to time we offer casual paralegal positions to law students.

How can students find these opportunities and apply?

These opportunities are advertised on our website and through student law societies such as Blackstone.



HERBERT
SMITH
FREEHILLS

ELEVATE YOUR EXPERIENCE

CAREERS IN COMMERCIAL LAW

careers.herbertsmithfreehills.com/au/grads

 @HSFGRADUATESAU

HHG LEGAL GROUP

Amy Summerville
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About the Firm

Firm practice groups:

Family & De Facto, Commercial, Dispute Resolution, Wills, Estates & Succession Planning, Crime and Traffic

What are your core values?

The six key values that define HHG Legal Group, guide our behaviour and growth strategy are:

Teamwork: We are committed to establishing and maintaining collaborative, supportive teams with our colleagues and with our clients. We also encourage personal responsibility and accountability.

Client focus: We value our client relationships. We listen to our clients and respond to their needs with energy, enthusiasm and efficiency. We focus on solutions that create value for our clients. And we will always go the extra mile for our clients.

Respect: We are committed to building and maintaining an environment in which we respect each other, in terms of talents, personal qualities and differences. We appreciate diversity in thinking and share what we know.

Integrity: We inspire trust as legal advisors. We deliver on our promises and maintain the highest possible ethical standards.

Continuous improvement:

We believe in continuous learning. We embrace change and reward goal-oriented effort and achievement. We are committed to coaching where everyone can enhance his or her ability to contribute.

Fun: We enjoy what we do.

How would you describe your firm's culture?

At HHG Legal Group we are aware that our reputation will always depend on the people behind us. That is why we are committed to attracting staff that not only demonstrate great legal knowledge, but who have the skills to communicate effectively and build close relationships with all types of clients.

In addition, we look for those who display our standards of integrity and a commitment to helping those in need. Our philanthropic arm, HHG Giving Back, assists many vulnerable groups by way of charitable giving and fundraising, sponsorships of community initiatives and via our pro bono commitment to Law Access and various community organisations.

At a fundamental level, everyone at HHG Legal Group enjoys what we do (and we have fun doing it), but we're not afraid to work hard either. We place great importance on

working collaboratively across our five offices which drives the opportunities to learn from each other and be a valued and vital team member.

How does your firm distinguish itself from other law firms?

What really sets us apart from other firms is the HHG Service Guarantee. We understand that good service is subjective from client to client and guarantee that we will strive to deliver the best service, no matter how complex a matter is. We do this by checking in regularly and ensuring that our clients are receiving the level of service they want, in line with their desired outcome and budget.

We can do this by ensuring:

Expertise: The best solicitor will be selected and will possess the right legal expertise coupled with real industry or matter type experience. As a full-service firm, you have the benefit of having access to multiple specialist solicitors across all areas of law covering every eventuality and giving you peace of mind.

Knowledge: The solicitor will garner full knowledge and understanding of your matter, insofar as possible, during your consultation.

Responsiveness in a matter is of the utmost importance. Depending on the urgency

of action required, we will guarantee to get back to clients by the following business day, at the very latest, however in most cases it will be within a few hours, if not before.

Regular Communication:

Our clients choose their level of service. If they wish we can leave no stone unturned and reach out daily however there are cost implications, so we will manage expectations from the outset. Equally they can opt for a light-touch approach and everything in between and regular communication ensure our clients are being serviced at the level they want.

Transparency of pricing:

we will set the standards and expectations from the outset and are committed to giving full transparency when it comes to the scope of work involved and any unexpected variations.

We care: Ultimately, we want to deliver the best service and outcome possible at what can be a very disconcerting time for clients. We value our client relationships and want to build on them, for the long term.

What are some notable awards your firm has recently received?

The HHG Legal Group team has received several accolades and recognitions including:

- Employer of Choice: Australasian Lawyer’s Top 24 Law Firms
- 2019-2022 Doyle’s Guide: Leading Wills, Estates and Successions Planning Lawyer – Janene Bon, Special Counsel

- 2020 Doyle’s Guide: Leading Wills, Estates and Succession Planning Firm (Third Tier).
- 2020 Doyle’s Guide: Recommended Wills and Estate Litigation Firm
- 2020 Doyle’s Guide: Recommended Wills and Estate Litigation Lawyer – Murray Thornhill, Director
- Recognition in 2022/23 Best Lawyers in Australia list for work in Family Law – Simon Creek, Executive Chairman and Special Counsel
- Recognition in 2021 Best Lawyers in Australia list for work in Real Property Law – Anne Hurley, Special Counsel
- 2020 Australasian Law Award for Excellence – State/Regional Firm of the Year

What significant work has your firm recently undertaken?

Corporate & Commercial Law

- Acting for Calan Williams Racing in Calan’s bid to be a Formula 1 Driver
- Acted for the WA based target in a friendly agribusiness merger with a national firm
- Successfully represented financial planners pursuing damages for a seller’s misleading conduct and breach of obligations in a business sale
- Assisted many in-house and private lawyers on novel and complex applications of Personal Property Securities Act provisions

- Acted for an Indigenous Corporation’s subsidiary in partnership matters with Federal statutory body relating to a solar power facility

Property & Planning

- Advising local governments in managing public liability risks in relation to approval and management of unique community and sporting events on public land
- Acted for client in a family dispute over land with a value circa \$12 million
- Acted for a local government in the grant of a 50-year lease over a site with contamination

Building & Construction Law

- Acting for contractors owed money and defending defect claims in various arbitration matters
- Representing a global contractor in a multi-million dollar claim against an Australian contractor under a failed infrastructure project

Wills, Estate & Succession Planning

- Complex business and farming succession matters involving multiple entities and multimillion-dollar transfers and transactions
- Complex estate administration dealing with many types of assets, different trusts and companies, self-managed super fund issues, assets in Australia and overseas as well as beneficiaries’ resident in and out of Australia

Family & De Facto Law

- Successfully represented a family law client in obtaining an order so that she retained the family home and half the husband's superannuation portfolio
- Provided difficult and complex advice to a 10-year-old child in protection matters where both parents have complex social needs
- Obtained a recovery order for the return of a child where the Father had 'taken off' with him, placing the child in danger

Crime and Traffic

- Advising and representing clients across the following areas:
- Criminal Magistrates and District Court matters;
- Traffic matters; and
- Restraining order matters (Violence Restraining Order, Family Violence Restraining Order, Misconduct Restraining Order).

What kind of pro bono work does the firm engage in?

HHG Legal Group is committed to supporting the communities in which we operate.

Over the last twenty years there have been significant and unprecedented cuts to Legal Aid funding, placing vulnerable individuals further at risk. To lessen this gap, HHG Giving Back provides free legal assistance clinics and not-for-profit sponsorships, ensuring that help is accessible to those in need. In addition

to this, HHG Legal Group is a very active contributor to Law Access, which assists hundreds of Western Australians per year who cannot personally fund, or access government funded legal services. In addition to Law Access, HHG Legal Group assists other community-based legal services with pro bono work; these include, but are not limited to, the Peel Community Legal Service, Employment Law Service, Women's Legal Service, Alzheimer's WA, Fresh Start Recovery Programme and Grandparents Rearing Children (WA) Inc.

Clerkships

During which periods do you offer clerkships?

In 2023, we will be offering two 4-week clerkship periods – Winter (starting July 2023) and Summer (starting Nov 2023).

What sets us apart is we can offer unrivaled exposure to matters across all disciplines and client types, whether commercial, government or private client.

How many clerkship positions are available for 2023?

Four, one per practice group.

- Family & De Facto Law
- Wills, Estates & Succession Planning
- Corporate & Commercial (including Employment Law) and Property Law
- Dispute Resolution and Litigation

What tasks do clerks usually undertake?

Legal research, drafting legal articles and media briefs

How can a clerk stand out or make a good impression?

- Solid academic record
- World view or travel
- Altruistic/Good community experience
- Knowledge of firm
- Initiative and good listening skills

What are some things students should avoid doing in their clerkship applications?

- Not preparing – do your research!
- Not being specific about the practice area they are applying for
- Not ensuring grammar and punctuation is correct
- Don't discount yourself – put your best foot forward!

Do you offer clerkships to non-penultimate year students?

HHG Legal Group offers clerkships to both penultimate students as well as those completing their final year of studies.

Graduate Jobs

What does your firm look for in a graduate?

At HHG we look for individuals who:

- Convey their passion for the law;
- Look for solutions not just problems;
- Commercial thinking – good

social media profile and exposure;

- Show initiative;
- Align, and be an ambassador of our Firm values; and
- Energy and resilience.

How can students apply for a graduate position?

jobs.employmenthero.com/jobs/organisations/f8a792d4-6be1-4dd3-b665-fd53b14593cd. We also suggest visiting our website to find out about our values and practice areas at hhg.com.au.

How many positions are available in 2023?

At HHG Legal Group we do not have a fixed number of Law Graduate places each year, it will depend on the growth of the practice areas and the capacity of the supervising lawyers. This year we proudly took on 4 graduates who were placed in our Perth, Joondalup, Albany and Bunbury offices.

Does your firm offer any international opportunities for graduates or junior lawyers?

HHG Legal Group provides legal services across our five offices in the Perth CBD, Mandurah, Albany, Bunbury and Joondalup. Although we cannot offer graduates any international opportunities, what we can offer is a lifestyle choice.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

That research has been done!

We won't identify where because we want candidates to show initiative.

- Demonstrate any relevant experience and knowledge of the practice area you are keen on.
- Be prepared to be asked why you are looking at a particular practice area.
- Establish your passion for the law, and rationale for why you are today seeking a career in the legal profession.
- Provide responses that showcase your commercial acumen

How can students best prepare for an interview with your firm?

We look for people who are:

- Personable – we have a collegiate and team culture across all practice areas;
- Demonstrate good initiative for getting relevant experience, even if not in the legal space;
- Have good life references;
- Are amenable to working across WA, Great Southern and Peel regions;
- Possess emotional intelligence; and
- Shows commercial nous (across all practices).

Student Jobs

Does your firm offer any casual or part-time employment?

At HHG Legal Group, we are always on the lookout for enthusiastic law students and graduates who want to gain real life experience within the firm. Several our Law Graduates commenced their HHG life as casual interns, gaining a real feel for our processes and culture prior to being offered a formal

graduate position.

Does your firm offer any casual or part-time employment?

At HHG, our graduate and internship recruitment process is:

- Application – applicants can apply through our career microsite at jobs.employmenthero.com. However we suggest to visit our website to find out about our values and practice areas.
- 1st Interview (Longlist of candidates) – a video or phone interview initially across Microsoft Teams or Zoom to discuss reasons they are looking to get into law and establish any preferences for direction and practice area.
- 2nd Interview (Shortlist of candidates, typically 12) – face to face interviews with prospective shortlist of candidates over a couple of days
- Team building and game play – we look at all twelve candidates' verbal reasoning, problem solving, team play, communication, leadership and emotional intelligence to go towards the final hiring decision. This is an extremely effective way to ensure graduates possess all the characteristics we look for in an HHG team members and provide a way for them to stand out from their fellow candidates.



Unrivalled state-wide presence

YOUR CAREER STARTS HERE.

Join a highly awarded, full service law firm that has been proudly assisting WA families, businesses, local governments and individuals for over **100 years**.

HHG Legal Group has a strong Perth CBD presence, alongside major offices in Joondalup, Mandurah, Bunbury and Albany.

Our reputation will only ever be as good as the people behind us. That is why HHG Legal Group are looking for well-rounded candidates who are both passionate about the law and personable. We also look for individuals who have demonstrated initiative in their life experiences, are commercially minded and show a strong commitment to supporting the community.

A graduate or clerkship position with HHG Legal Group can provide you with exposure to both private client and commercial legal work, across all our service areas.

Business & Government

- Corporate & Commercial Law
- Property & Leasing
- Building & Construction
- Employment Law
- Competition & Consumer Law
- Mergers, Sales & Acquisitions
- Local Government Law
- Dispute Resolution

Private Clients

- Family & De Facto Law
- Wills, Estates & Succession Planning
- Estate Administration & Probate
- Director & Executive Services
- Taxation & Superannuation
- Private Wealth Services
- Criminal & Traffic Law
- Dispute Resolution

(08) 9322 1966 | careers@hhg.com.au | hhg.com.au/careers

HWL EBSWORTH

Level 20, 240 St Georges Tce
Perth 6000

About the Firm

Firm practice groups:

Banking & Finance, Construction & Infrastructure, Corporate & Commercial, Insurance, Litigation, Property, Workplace Relations & Safety

What are your core values?

We have 6 core values that underpin everything we do day-to-day. They are:

Honesty: We foster an open, transparent, and robust environment where we encourage feedback across all levels of the firm. We provide transparency with all of our programs and policies to ensure they are accessible to everyone from day one.

Effectiveness in life: We don't subscribe to the idea of "facetime" and rather encourage our employees to be productive and efficient in the time that they are at work so they can be effective and present in their personal lives as well.

Courage: We empower people to act with courage by feeling empowered to accept and provide feedback and stepping outside their comfort zones and taking on a challenge.

Relationships: We believe that it is just as important to develop relationships externally as well as internally, within your own team & the wider office. Our

partnership model encourages cross referral of work, so it is important to develop internal networks and build your own profile and from an external perspective, the firm has a relationship-based model – we see value in getting to know the client and being seen as their trusted advisor and someone they want to work with.

Maintaining high professional standards: It is of the utmost importance for our employees to behave ethically in all situations and ensure that all work is of a high standard. It is vital to be open-minded and treat others with respect.

High performance culture: We want people to have long and successful careers here, so in order to enable that, we have set up programs and support to help you to achieve your career goals. We strive to create an environment where you are challenged and provided with the training to be the best version of yourself and to progress to where you want to be.

How would you describe your firm's culture?

As a leading Australian law firm, we recognise our responsibilities to our clients, staff, suppliers, and the wider communities in which we live and operate. HWL Ebsworth also recognises the importance of an organisation's culture and its powerful

influence on performance and service delivery.

Our culture is one that allows our employees to reach their full potential and our policies and processes are designed to enable this. We foster a culture where everyone is treated with respect, and we encourage all of our employees to build strong internal relationships. Alignment to our values is of high importance to us and this allows us to uphold a culture that is inclusive, diverse, and welcoming.

How does your firm distinguish itself from other law firms?

We're not your typical law firm! HWL Ebsworth's point of difference is the inherent trust we develop with clients - which is built upon our understanding of their unique business needs and a relationship driven approach. This, coupled with highly competitive pricing, makes us one of Australia's pre-eminent commercial firms.

From an internal perspective, we pride ourselves on our merit based and transparent career development framework. We promote and reward talent based solely on merit, which allows all team members to reach their potential. Our structure and focus on cross collaboration also allow our lawyers, particularly at the junior level, to work

across a number of different Partners within their practice group and across other teams. This allows people to receive the most well-rounded training and development from the start.

What are some notable awards your firm has recently received?

HWL Ebsworth partners have extensive experience in all areas of commercial practice across a diverse range of industries. Our clients benefit from this broad offering and experience, and our staff enjoy the diversity of work and the ability to get involved in areas of their interest. Our breadth and depth of lawyers can be seen in our Best Lawyers™ 2022 rankings where we had 161 lawyers ranked in across 67 areas of law.

What significant work has your firm recently undertaken?

As a full-service national law firm, HWL Ebsworth works on a wide variety of matters. We are proud to offer our staff opportunities to work with Australia's most highly regarded organisations. Our client base consists of Commonwealth, State and Local Governments, large banks and insurers, property and construction companies, start-ups, sporting clubs and technology companies.

What kind of pro bono work does the firm engage in?

HWL Ebsworth promotes a firm-wide national pro bono program led by two dedicated Pro Bono Partners and

supported by key Pro Bono Coordinators in every State and Territory office.

The aim of the pro bono program is to have a meaningful and positive impact on the lives of those in need in the community. We partner with over 20 Community Legal Centres around Australia providing secondments, accepting referrals, and jointly running legal clinics to assist those who are disadvantaged and marginalised in their communities.

Additionally, a number of our partners and senior lawyers are also on the board/committees of not-for-profit/charitable entities, providing those practitioners with valuable insight into the needs and requirements of such entities.

Clerkships

During which periods do you offer clerkships?

We offer a Summer and Winter clerkship program. Our Summer clerkship runs through November/December and is for a period of 3 weeks. Winter clerks join us in June/July each year for 3 weeks.

How many clerkship positions are available for 2023?

Up to 20 clerkship positions are available for Summer 2023 and Winter 2024.

What tasks do clerks usually undertake?

Clerks at HWL Ebsworth will receive a comprehensive

introduction to the firm from their first day through a tailored induction program. Our Clerks will be given the opportunity to have real hands-on experiences such as attending court and client meetings, legal research and working on current matters under the direct supervision of other lawyers and Partners.

We provide our Clerks with as many opportunities to experience 'firm life' and welcome them to attend social functions and events to get to know our employees on a personal level.

How can a clerk stand out or make a good impression?

We look for clerks that are open minded, ask questions and fit in with the firm's culture by being a team player and getting to know the staff within the office personally. Clerks who take initiative and forward think do very well at our firm.

What are some things students should avoid doing in their clerkship applications?

We want applicants who are genuinely interested in our firm and the work we do, and we also want to understand who they are so avoid using generic responses and not finding out a bit about us first.

Do you offer clerkships to non-penultimate year students?

Yes, this is something we can consider for candidates with strong potential.

Graduate Jobs

What does your firm look for in a graduate?

We look for someone who is intelligent, commercially minded, and ambitious. Our ultimate goal is to hire graduates and watch them grow and develop into Partners of the firm. As such, maintaining our culture is very important to us, so we look for graduates whose values align with ours.

How can students apply for a graduate position?

We aim to recruit for our Law Graduate program through the Clerkship Program. However, from time to time, we have expanded our Law Graduate program and recruited candidates who have not clerked with us. To stay on top of these opportunities, we encourage candidates to keep an eye on our website for further information.

We also encourage recent Law graduates to get in touch with our Human Resources team for a more in-depth discussion about potential opportunities.

How many positions are available in 2023?

Up to 14 graduate positions are available for our 2024 program.

Does your firm offer any international opportunities for graduates or junior lawyers?

HWL Ebsworth is an Australian based firm.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Someone who has a genuine interest in our firm and the type of work we undertake. Tell us why you would like to be a part of our firm and why you have chosen HWL Ebsworth to be the place you start your career. We also would like to get to know you as a person - we've seen your CV and read your cover letter, let us get to know you!

How can students best prepare for an interview with your firm?

Be prepared, do your research, and understand why it is you want to work with us. Giving us an insight into your personality is something we hold in high regard, so be as open as possible to allow us to get to know you better.

Student Jobs

Does your firm offer any casual or part-time employment?

Yes, from time to time. In the past, we have offered our previous Clerks the opportunity to re-join the firm in a casual capacity.

How can students find these opportunities and apply?

Keep an eye on our website for key dates and further information about the application process.

Chris Hilder

People & Development
Advisor

perth.applications@
hwle.com.au

Jessica Oliver

People & Development
Assistant

perth.applications@
hwle.com.au

THE TRADITIONAL LAW
FIRM MODEL IS TIRED
THIS IS ITS WAKE UP CALL

WE'RE NOT YOUR TYPICAL LAW FIRM

As Australia's largest and fastest growing legal partnership, we are proud to offer our staff unrivalled career development opportunities and provide them with a chance to work with Australia's most highly regarded commercial organisations, as well as Commonwealth Government and State Government Departments and Agencies.

Our differentiators include the following factors:

- A lower ratio of Solicitors to Partners than any other major Australian law firm ensures that our team members interact with clients much earlier in their legal careers. Our solicitors also benefit from having greater access to partners, which accelerates their professional development.
- Our transparent career development framework ensures that all team members are aware of the firm's expectations at each level, and what is required to advance to the next career stage.
- We pride ourselves on promoting and rewarding talent based solely on merit, which allows all team members to reach their potential.
- We are committed to providing an environment that supports and encourages all team members to progress. Our focus is on removing any barriers that may restrict any of our team members from developing their careers with us. Our clients are as diverse as we are, and our lawyers' varied backgrounds and skill sets support us in providing our clients with innovative and tailored legal solutions.

JOIN OUR NATIONAL TEAM

HWL Ebsworth has over 1,700 staff with more than 270 Partners across our 9 offices, operating in the following areas of law:

- Banking and Finance
- Corporate & Commercial
- Construction and Infrastructure
- Health
- Insolvency and Securities Enforcement
- Insurance
- Litigation
- Planning, Environment and Government
- Pro Bono
- Property
- Transport
- Workplace Relations and Safety

OUR CLERKSHIP AND GRADUATE PROGRAMS

HWL Ebsworth offers a unique Graduate program whereby we recruit for our Law Graduate program through the Clerkship program.

Within the Clerkship program you will gain a genuine insight into our Practice Groups and culture. The program is tailored to present you with hands-on experiences and training to develop your legal skills and knowledge whilst providing feedback, support and the chance to network with a range of practitioners throughout the firm. You will be exposed to a broad range of work within your designated Practice Groups and the program has been designed to enable us to get to know you on both a personal and professional level.

Following the successful completion of our Clerkship program, Clerks will be considered for a Law Graduate position. The Law Graduate program provides you with the opportunity to gain solid in-depth experience while rotating through different Practice Groups to assist you in determining your direction post admission. The firm also supports our Law Graduates with their PLT and admission to practice requirements.

INTERESTED? WHAT YOU NEED TO KNOW

We are excited to recruit for our Clerkship and Law Graduate programs in our Perth office with applications being open to final and penultimate year students.

To apply, you will be required to complete the online application form via our website and provide a copy of your academic transcript along with any additional supporting documentation that you would like us to consider. After submitting an online application, shortlisted applicants will progress through a two stage recruitment process including attendance at an Information & Assessment Centre and an individual panel interview.

For further information and to apply, visit our Graduate Centre on our website www.hwlebsworth.com.au or by scanning the QR code.



Applications open:
Monday, 26 June 2023

Applications close:
Sunday, 30 July 2023

Assessment & Information Centre &/or Individual Panel Interviews:
From Monday, 31 July 2023

Offers to be released:
Friday, 15 September 2023

QUESTIONS

Please contact a member of our People & Development team if you require further information.

Chris Hilder
People & Development Advisor
P +61 8 6559 6511
E perth.applications@hwle.com.au

Jessica Oliver
People & Development Assistant
P +61 8 6559 6517
E perth.applications@hwle.com.au

JACKSON MCDONALD

Level 17, 225 St Georges Terrace

Charlotte Farrer
People Operations Manager
peopleoperations@jacmac.com.au

About the Firm

Firm practice groups:

- Commercial
- Construction
- Corporate
- Dispute resolution and litigation
- Energy
- Environment
- Estate planning and business succession
- Insurance and risk
- Intellectual property
- Occupational safety and health
- Real estate
- Restructuring and insolvency
- Tax, trusts and superannuation
- Workplace and industrial relations

Visit our website to learn more about our legal services and sector expertise.

What are your core values?

Jackson McDonald stand by five integral core values which shape the way the firm operates. These are:

Honesty & Ethics: Acting with personal and professional integrity.

Contribution to the community: Contributing to the legal profession, charities and community.

Mutual Respect & Teamwork: Showing trust and consideration for our colleagues,

and achieving results through effective teamwork.

Client Focus: Building strong relationships with our clients and understanding their industries to achieve the best outcomes for them.

Complete Professionalism: Maintaining and applying the highest standards of skill and knowledge.

How would you describe your firm's culture?

At Jackson McDonald, you'll find a supportive culture where we work together to further our goals. Collaboration is encouraged at every level - partners, lawyers, and support staff all work together to achieve common objectives. Our staff live by our brand promise of experience, confidence, and clarity. Our people champion the highest levels of professionalism and give back to the community wherever they can.

How does your firm distinguish itself from other law firms?

Jackson McDonald is one of Western Australia's largest independent full-service law firms. We have played an integral role in shaping the State by providing our clients with clear, concise legal advice that is tailored to their commercial and operational needs. Being proudly Western Australian is at the heart of how we operate.

What defines every JacMac professional is the courage to be bold. To identify the most salient issues and proceed with confidence. To be honest and speak up for what we believe in. To take a stance and see it through. To leave things better than we found them.

What are some notable awards your firm has recently received?

Jackson McDonald and its lawyers are constantly recognised by leading legal directories such as Chambers & Partners, Legal 500, Doyle's Guide, and Best Lawyers.

What significant work has your firm recently undertaken?

Please view our website for examples of our expertise and recent experience.

What kind of pro bono work does the firm engage in?

We advise various local and international charities. We provide charities with professional pro bono advice and representation in all areas of legal need. In addition to legal advice, our lawyers have presented training programs for non-profit boards and management in areas such as risk management, insurance and governance.

Graduate Jobs

What does your firm look for in a graduate?

We look for enthusiastic self-starters, who can demonstrate the core competencies required for success – strong verbal and written communication skills; the ability to work autonomously and in a team environment; and a developing ability to identify key facts and the relevant law.

How can students apply for a graduate position?

We will commence recruitment for our 2024 Law Graduate Cohort in June/July of this year and positions will be advertised via Jackson McDonald's website. Simply apply by submitting the requested information outlined in the advertisement to a member of the People Operations team, peopleoperations@jacmac.com.au. A member of our People Operations team will contact any shortlisted applicants.

How many graduate positions are available in 2024?

We anticipate offering at least four graduate positions in 2024.

Does your firm offer any international opportunities for graduates or junior lawyers?

We are a WA based firm, and as such there are no international opportunities.

Interviews

What does your firm like to see in a graduate job interview?

We want to meet candidates who are well prepared, clear in their communication and show genuine enthusiasm about the opportunity to join Jackson McDonald. We want to hear about your academic, personal and professional achievements. We appreciate that an interview isn't just a chance for us to interview a candidate, but also an opportunity for the candidate to interview us and determine if they can see themselves at Jackson McDonald. For this reason, we like to meet candidates who have thought about what working at Jackson McDonald might be like, are confident in asking questions, and can articulate their expectations of an employer.

How can students best prepare for an interview with your firm?

Our website is a great resource! Find out about our firm's values, brand promise, areas of expertise and our team.

Student Jobs

Does your firm offer any casual or part-time employment?

Our website is a great place to start! Find out about our firm's values, brand promise, areas of expertise and our team.

How can students find these opportunities and apply?

All vacancies at the firm are advertised on SEEK, LinkedIn and our website. Instructions to apply are detailed within all advertisements.

BURN-OUT IS A REAL RISK FOR LAW GRADUATES.

THE MOST SUCCESSFUL LAWYERS
ARE THOSE THAT PRIORITISE THEIR
WELLBEING AS MUCH AS THEIR
CAREER PROGRESSION.



WE SPEAK
FROM
EXPERIENCE

Questions? Call our People Operations team
on (08) 9426 6711 or email peopleoperations@jacmac.com.au

Apply through our careers website: be-bold.com.au

jacmac.com.au



JACKSON MCDONALD
MULTI-SECTOR LAW

Experience | Confidence | Clarity

JONES DAY

Central Park

51/152-158 St Georges Terrace

Catherine Lewis
clewis@jonesday.com

About the Firm

Firm practice groups:

Perth:

- Labor & Employment
- Global Disputes
- Energy & Resources

Practice groups in other Australian offices:

- Financial Markets
- Antitrust & Competition Law
- Business Restructuring & Reorganization
- Intellectual Property
- M&A
- Tax

What are your core values?

- **Integrity**, both individually and institutionally, in dealings with our clients, the courts, our adversaries, and among ourselves;
- A sense of **personal accountability** for every decision, judgement, and action on behalf of our clients or the Firm;
- A level of **competence** which is marked by creativity and judgement that makes the quality and value of our services distinctive, and that our lawyers will enhance by continued professional growth;
- A **dedication** to our clients' interests and an **intensity of effort** which distinguish our lawyers from others in

the profession;

- An **independence** which does not detract from dedication to the interests of our clients but which always enables us to determine and to advise what is in the best interests of our clients;
- **Courage** in representing our clients in hostile and sometimes individually threatening environments;
- An **understanding** of our clients that makes us more sensitive to their concerns and objectives and a **discipline** that makes us more responsive to their needs;
- A **determination** to provide quality legal services to our clients with real efficiency and within an organisation structured to facilitate, rather than to impede, the achievement of these objectives;
- A true **unity of purpose** among our lawyers which places the welfare of our clients and the Firm above that of any practice, region, office, or individual; and
- **Commitment** to this Firm as a professional endeavour, composed of people who have the same professional values and aspirations, the most important of which are contained in these principles.

How would you describe your firm's culture?

Jones Day's culture emphasises collegiality and teamwork, ensuring that support, guidance, and assistance are always available to every lawyer in the Firm.

At a local level, the Firm is able to offer a small, tight-knit team with all the advantages of a global firm in terms of the work on offer and resources available.

How does your firm distinguish itself from other law firms?

One Firm Worldwide = one partnership with completely integrated offices. Clients are clients of the firm and are not 'owned' by a particular partner or office. A number of benefits stem from this:

The encouragement of work sharing across lawyers and offices:

- long established practice of matter and client referrals across international offices (eg. French client of Paris requires advice on Australian business venture);
- matters referred to other offices (eg. Australian client requires advice on Chinese business venture);
- cross-border matters involving lawyers from a number of offices working in multi-jurisdictional teams (eg. a Japanese client purchasing an Australian company with assets in China).

Our Associates work on a regular basis with global colleagues.

International transfers and secondments (as needs basis).

What are some notable awards your firm has recently received?

- Best Lawyers 2024 – 35 Partners, Of Counsel and Associates in Australia ranked for 2024.
- Legal 500 Rankings – 34 individual Partner, Of Counsel and Associate Rankings
- Chambers Asia Pacific - 18 individual Partner, Of Counsel and Associate Rankings

What kind of pro bono work does the firm engage in?

- Jones Day has a strong commitment towards pro bono work.
- Activities globally extend well beyond assisting charities and community legal centres to include representing clients in civil rights cases and immigration/asylum matters.
- Global - <https://www.jonesdayprobono.com/>

Clerkships/ Paralegals

Jones Day Perth do not offer clerkships. Instead we hire casual paralegals on an ongoing basis and typically recruit graduates from the paralegal pool. We are currently recruiting 2 x paralegals for our

Perth office (April 2023).

How many paralegal positions are available for 2023?

Currently 2 (potentially more)

What tasks do paralegals usually undertake?

Legal research, drafting case summaries, memos, draft advices, litigation support (discovery, compiling briefs), due diligence, drafting documents.

How can a paralegal stand out or make a good impression?

- Research the firm and the practice areas
- Research the interviewers
- Be familiar with what makes Jones Day unique in the market and what distinguishes us from other firms.
- Be confident explaining your experience – be prepared to provide examples
- Ask sensible questions

What are some things students should avoid doing in their applications?

- Lengthy cover letters
- Not explaining gaps / anomalies in CV
- Errors including addressing the application to the wrong firm
- Expressing an interest in working in areas Jones Day not have

Graduate Jobs

What does your firm look for in a graduate?

- Good cultural fit
- Intelligent & curious
- Good experience (legal or otherwise)
- Well rounded – extracurricular / volunteering etc
- Good academics

How can students apply for a graduate position?

If we are unable to fill roles from our paralegal pool, we will advertise in the open market for graduates.

How many graduate positions are available in 2024?

1-2

Does your firm offer any international opportunities for graduates or junior lawyers?

Jones Day is a Global Firm and while there will be opportunities to be involved in cross-jurisdictional matters from an early stage, international opportunities are decided on a case by case basis (e.g., if you want to relocate to another office and that office happens to have a vacancy at the right level, this will be given consideration). Jones Day is a Global Firm and while there will be opportunities to be involved in cross-jurisdictional matters from an early stage, international opportunities are decided on a case by case basis (e.g., if you want to relocate to another office and that office

happens to have a vacancy at the right level, this will be given consideration).

Interviews

What does your firm like to see in a graduate job interview?

- Research the firm and the practice areas
- Research the interviewers
- Be familiar with what makes Jones Day unique in the market and what distinguishes us from other firms.
- Be confident explaining your experience – be prepared to provide examples
- Ask sensible questions

How can students best prepare for an interview with your firm?

As above. Also think about behavioural questions and examples but don't be over-rehearsed.

Find out as much about the firm as you can – talk to people, social media, look at matters they have been involved in.

Student Jobs

Does your firm offer any casual or part-time employment?

Casual paralegal opportunities

How can students find these opportunities and apply?

- Law school social media pages
- Firm website

Working at Jones Day...

One Firm WorldwideSM

Jones Day is a global law firm with more than 2,500 lawyers in 41 offices across five continents. The Firm is distinguished by: a singular tradition of client service; the mutual commitment to, and the seamless collaboration of, a true partnership; formidable legal talent across multiple disciplines and jurisdictions; and shared professional values that focus on client needs.

The Firm's 125 years of sustained growth in experience, reputation and successful client interaction have been built by its dedication to a 'One Firm Worldwide' philosophy, which fosters the creation of interoffice and cross-practice teams, assembled to ensure that clients receive the best possible guidance and representation, without regard to barriers conventionally imposed by geography, borders, time zones or language.

FIRM OVERVIEW



Australia

Jones Day's presence in Australia has grown significantly. The Firm has added new offices in Melbourne, Perth and Brisbane over the last six years in addition to our office in Sydney, reflecting our commitment to expanding our service to the Australian market.

Our lawyers work in a dynamic and stimulating multidisciplinary environment by collaborating with colleagues from different practices and different offices worldwide.

We continue to attract many of the legal industry's most highly regarded and sought-after lawyers while maintaining our focus on promoting internal talent through the ranks.

The New Lawyers Group

Jones Day recognizes that many law students leave law school not knowing which practice they want to enter. We also believe that a more well-rounded lawyer is a better lawyer and that a wide range of experience is valuable to a new lawyer. Accordingly, many years ago Jones Day created the New Lawyers Group, which allows new associates to gain exposure to different practice areas and lawyering styles at the Firm before making a commitment to a specific-practice.



We provide extensive training through the New Lawyers program. Each November, we bring together new associates from across the Firm at the "New Lawyers Academy" in Washington for three days of hands-on training and meetings with Firm leaders. In addition to helping them understand Jones Day's culture, organization and operation, the Academy gives our new lawyers the opportunity to meet their peers in the Firm's other offices.

Graduate, Summer Clerkship Programs and Paralegal Positions

In Perth and Brisbane we recruit talented law students to work as casual paralegals as an alternative to running a clerkship program. This provides the opportunity to work on an ongoing basis for a number of Partners across different practice areas. Our aim is for our paralegals to become future graduates of the Firm. Our Sydney and Melbourne offices run clerkship programs for students in their penultimate year at university. We give our summer clerks real work for real clients to provide an opportunity to learn what the practice of law at a large firm is all about. We aim for summer clerks to become future graduates of the Firm.

A Culture of Client Service and Collaboration

Jones Day's commitment to client service means our lawyers work together in a collaborative atmosphere where teamwork is essential, respect for and from colleagues is the norm, and credit is shared for a job well done.

Applications

Perth and Brisbane:

Roles advertised via student Law Societies.

Sydney:

Applications open on 5 June 2023

Application close at 11.59 pm on 9 July 2023

Melbourne:

Applications open on 3 July 2023

Applications close at 11.59 pm on 13 August 2023

Applications must be made online. Please visit us at www.jonesdaycareers.com/australia

JOHNSON WINTER SLATTERY

Wilma Lewis
Sr. People & Development
Consultant
Wilma.lewis@jws.com.au

Level 49, 152 -158 St Georges Terrace

About the Firm

Firm practice groups:

Commercial Disputes and Insolvency, Insurance, Workplace Relations, Employment and Safety, Property, Family and Corporate Advisory.

What are your core values?

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

How would you describe your firm’s culture?

When you ask our lawyers “why JWS?” the most common response is: “because of the people.”

We pride ourselves on being down to earth, approachable, but always high performing. Life with us has more benefits than just working for a large corporate firm. We offer a unique opportunity to take on high end legal work in an environment where people support each other. Our high level of senior lawyer engagement will give you more opportunity to shape your career and step up.

Our firm is committed to creating a culture of inclusion and belonging through diverse thinking, strong team collaboration and growth for our people, clients and

communities. This commitment includes building relationships and fostering opportunities with First Nations peoples and organisations through our Reconciliation Action Plan. We genuinely care about our people and want everyone we work with to feel valued, respected and able to be themselves.

How does your firm distinguish itself from other law firms?

Our business model is different to other firms. We are low on bureaucracy and don’t work in silos. Our lawyers work collaboratively across practice groups, always with a focus on quality legal work, exceptional client service and delivering on our client’s commercial objectives.

With our unique business model and culture focused on supporting people, we offer graduates the opportunity to get hands-on experience, working on market leading legal work in a down to earth environment where people thrive.

What are some notable awards your firm has recently received?

JWS is a leading Australian law firm ranked and endorsed in all key practice areas by industry publications including Chambers & Partners and the

Asia-Pacific Legal 500. We were awarded the Beaton Client Choice Awards in 2021 for client service – the industry’s only awards based on client feedback by clients who work with Australia’s biggest names in law.

What significant work has your firm recently undertaken?

Just a few examples of our recent work highlights include:

- TPG – Commonwealth Government’s real time emergency alert system.
- Qantas – acquisition of Alliance Aviation Services.
- Macquarie Bank – acquisition of AMP’s global equities and fixed income business.
- Veritas and Evergreen – acquisition of 100% of the stock in Cubic for US\$2.8 billion.
- ACCC – on its Federal Court proceedings against Meta/Facebook Inc involving cryptocurrency advertising and celebrity endorsement scams.
- Merivale Group – in a high profile matter regarding alleged underpayments of employees.
- MARBL Joint Venture – advising the joint venture between Mineral Resources

and Albemarle on the renewable energy supply to its lithium hydroxide plant in Kemerton, WA.

- Santos – development of its Barossa LNG project, including in relation to project approvals and key, high-value commercial and construction contracts.
- Pro Build – acted for Deloitte as administrators of Australia’s largest building collapse.
- South Australian government – world’s first grid-connected 100MW battery project in South Australia with Neoen and Tesla.
- Infrastructure Capital Group – acquisition of Bald Hills and Mumbida wind farms.

What kind of pro bono work does the firm engage in?

We never lose sight of the responsibility of the legal profession in the broader community. We are a signatory to the National Pro Bono Target of 35 hours per lawyer per year with the Australian Pro Bono Centre as a part of our ongoing commitment to the community and in FY22 we exceeded this, achieving 43 hours per lawyer.

Our focus is on helping individuals and charities, or other non-profit organisations or social enterprises who work on behalf of people from low income or disadvantaged backgrounds, or for the public good. We also assist scientific,

environmental, cultural and artistic charities registered by the Australian Charities and Not-for-profits Commission (ACNC) who are committed to promoting broad community access to products and services within Australia or who advance matters of public good.

We work with many established and emerging charitable organisations, taking over their legal issues so they are free to focus on helping the people and causes they support. Just a few of our pro bono clients include Marrickville Legal Centre, The Social Outfit, Be Centre, Council for Homeless Persons, Noah’s Ark, Ronald McDonald House Charities WA, Legal Aid NSW and Mary’s House.

We have ongoing secondment arrangements with Marrickville Legal Centre, Youth Law Australia, Law Access and Public Interest Advocacy Centre (PIAC). We also participate in regular clinics including with the Victorian Self-Representation Service and Adelaide Legal Outreach Service (ALOS).

Clerkships

During which periods do you offer clerkships?

We offer two intakes over summer and one intake each in autumn and in winter.

Our clerkship dates for this year are as follows:

- Summer 1 - Monday 27 November 2023 to Friday 15 December 2023.
- Summer 2 - Monday 29

January 2024 to Friday 16 February 2024

- Autumn - Monday 8 April 2024 to Friday 26 April 2024
- Winter - Monday 24 June 2024 to Friday 12 July 2024

How many clerkship positions are available for 2023?

We usually take between 6-8 clerks in Perth.

What tasks do clerks usually undertake?

The day in the life of a Clerk is learning with the flow of your work – you add value to our matters from day one:

There’s no limit to your exposure. You have the freedom to work closely with any partner and lawyer across all of our practice areas.

- Be involved in complex and challenging matters and see how they evolve.
- You may learn something unexpected and unusual through detailed research in those matters and writing articles.
- Honing in your skills by reviewing, proof-reading, and drafting contracts and memorandums.
- Supporting on the ground by attending and understanding the courts.
- First-hand exposure to the inner workings of a matter by attending and sitting in on client calls and meetings.

How can a clerk stand out or make a good impression?

Be prepared and submit your

application before the deadline. Our clerkship program is very competitive. Make sure you also give your application one last “fresh-eye” review before submitting to avoid any last minute errors that could prove detrimental to your success.

What are some things students should avoid doing in their clerkship applications?

Be prepared and submit your application before the deadline. Our clerkship program is very competitive. Make sure you also give your application one last “fresh-eye” review before submitting to avoid any last minute errors that could prove detrimental to your success.

Do you offer clerkships to non-penultimate year students?

Placements are offered to penultimate and final year law students.

Graduate Jobs

What does your firm look for in a graduate?

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

How can students apply for a graduate position?

The best way to get into our graduate program is to join us as a clerk.

Apply to our clerkship program by submitting your CV, covering letter and current official academic transcript via our website, addressed to Wilma Lewis, our Senior People & Development Consultant.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Candidates who are well prepared, have great communication skills and show a little bit of their personality. Interviews are a two-way street, so it's important that you ask questions too, so you can choose the right firm for you.

How can students best prepare for an interview with your firm?

We are looking for candidates that have not only excelled academically, but who are ready to bring their ideas and insights. Make sure you tell us why you want to work for us. We want to know about your previous work experience, university studies, other achievements and any other experiences you want to share with us – so come prepared.

Of course, we'll also have a few behavioural questions. It might help to do a little research on common interview questions and have a think about your responses before we meet.

Student Jobs

Does your firm offer any casual or part-time employment?

We offer part-time roles to our incoming graduates, giving you the opportunity to gain practical experience during your final year of university.

How can students find these opportunities and apply?

Once you have signed up to our graduate program, just let us know if you are interested in a part-time or casual role. We'll also reach out to you if we feel there is a particular opportunity that we think would support your career goals.



Choose your next move wisely

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



K&L GATES

Level 32, 44 St Georges Terrace
Perth 6000

Astrid Lazaro
HR Business Partner
Phone: +61 8 9216 0998
Mobile: +61 497 659 045

About the Firm

Firm practice groups:

Asset Management and Investment Funds, Corporate, Energy Infrastructure and Resources, Finance, Intellectual Property, Labor Employment and Workplace Safety, Litigation and Dispute Resolution, Policy and Regulatory, Real Estate

What are your core values?

At K&L Gates, one of our core values is to create and sustain a diverse workforce and an inclusive culture that encourages satisfaction, productivity, and success for all our lawyers and professional staff. It is our strategic priority to maintain an inclusive culture that enriches the experience of our lawyers, enabling them to better serve our clients. We do this by:

- Ensuring that inclusion is always top-of-mind;
- Expanding the K&L Gates profile in the talent market; and
- Executing a talent development program that improves lawyer integration and retention.

How would you describe your firm's culture?

At K&L Gates, we believe our culture is unique. It reflects the personality of our people as being down to earth, collaborative, straight talking, socially responsible and

possessing a strong work ethic.

We recognise the individual needs and differences each person brings to the firm. Our aim is to create a supportive culture which fosters an environment where everyone can work to their full potential. This is achieved through our extensive range of learning and development programs; industry group collaborations; practice group meetings; flexible work programs and health and wellbeing programs.

Our people are ambitious and work hard to ensure that our clients' needs are met. We also like to have fun, connect with each other in an informal and social sense so coming to work is enjoyable.

How does your firm distinguish itself from other law firms?

K&L Gates is a fully integrated global law firm with lawyers located across five continents. In Australia we have four offices in Brisbane, Melbourne, Perth, and Sydney. We are a fully integrated network of lawyers and legal professionals who believe that clients need more than technical legal skills; they need insightful and practical advice on the diverse issues that affect their businesses, delivered with unparalleled client service. Our combination of practice strength, global platform, and unsurpassed client service is a

true differentiator in the legal services marketplace. With a strong presence in key capital cities and world commercial and financial centres, we represent a broad array of Global 500, Fortune 100, and FTSE 100 corporations in nearly every major industry, including energy, financial services, health care, infrastructure, life sciences, manufacturing, sustainable development, technology, telecommunications, and transportation amongst others. Are you looking for a law firm that really is different? Where you can be empowered to DISCOVER quality work and clients, DEVELOP through opportunities to learn more while growing your career, and THRIVE in a diverse and inclusive culture? Then join our global community of talented visionaries.

What are some notable awards your firm has recently received?

- Named among 21 law firms "highly recommended" by top legal decision makers for their "superior client service, demonstrating a culture driven by client focus and understanding clients' business" (BTI Consulting Group's 2021 Most Recommended Law Firms report).
- Recognised by general counsel as one of the top

law firms for superior client service in the BTI “Client Service 30.” The firm has made 19 straight appearances on the BTI Client Service A Team (an annual report based on in-depth interviews with legal decision makers at the world’s leading organisations).

- Numerous top 20 rankings in the BTI Brand Elite: Client Perceptions of the Best-Branded Law Firms, out of more than 650 firms with the biggest imprint on corporate counsel.
- Ranked for an eighth time by Law360 in the publication’s latest Global 20 survey as one of the 20 leading global law firms based on international presence and the capabilities to handle complex cross-border matters.
- Named among the top 24 law firms with the strongest client relationships (BTI industry Power Rankings 2017).
- Named among the 70 law firms improving client service performance during the COVID-19 pandemic in 2021 by BTI.
- One of the 15 Australian firms named in the Australian Lawyer’s 2020 Innovative law firms list, recognising firms at the forefront of innovation. We were noted for our use of visual communication, client portals and artificial intelligence amongst other areas.
- Ranked in 11 practice areas

in the 2023 Chambers Asia-Pacific rankings for Australia with 16 partners named as leading individuals.

What significant work has your firm recently undertaken?

Matters are confidential. However, here is a list of representative clients:

- Bill & Melinda Gates Foundation
- BlueScope Steel
- Canadian Solar (Australia)
- Commonwealth Bank of Australia
- Coty, Inc. (Adidas, Burberry, Calvin Klein, Gucci, GHD and others)
- EnergyAustralia
- Leighton Contractors
- Medibank Private
- Microsoft Corporation
- National Australia Bank
- Starbucks Corporation
- Tennis Australia
- United Petroleum Pty Ltd
- Wells Fargo / Wachovia
- Westinghouse Electric Company, LLC
- Westpac Banking Corporation
- World Wrestling Entertainment, Inc.

What kind of pro bono work does the firm engage in?

We actively encourage our lawyers to provide pro bono legal representation and to participate in other charitable, community, educational, and professional activities. Our annual Global Day of Service

program helps to foster and strengthen connections across the firm’s global platform and promote, recognise, and celebrate our commitment to community service around the world. In 2020, we devoted more than 46,000 hours to Pro Bono Cases.

Clerkships

During which periods do you offer clerkships?

At present the firm is not offering clerkships programs. Instead, the firm offers a casual paralegal program for final year students. We take onboard about 4-5 paralegals and involve them in meaningful work. Our casual paralegal job advertisements can be found at www.klgates.com and advertising commences January 2023 and concludes February 2023, with commencement of paralegal work in March 2023.

Graduate Jobs

What does your firm look for in a graduate?

- Strong academic results - We pay particular attention to marks attained in black letter law subjects.
- Consistent, ongoing work experience throughout university - This does not necessarily have to be in the legal industry. We recognise that client service experience is valuable.
- Ongoing involvement in extracurricular activities – university societies,

voluntary work, sports teams etc.

- Strong communication skills; written and verbal.
- Leadership experience.
- A diverse range of experiences with people from various backgrounds.
- Evidence of business acumen and an interest in commercial law demonstrated in application.

How can students apply for a graduate position?

We generally recruit our graduates from within the firm (such as previous seasonal clerks or casual paralegals. Stand-out candidates are often enthusiastic and eager to learn with great academic and extra-curricular achievement.

You can also submit your CV by emailing Astrid Lazaro – astrid.lazaro@klgates.com

How many positions are available in 2023?

2-3 positions

Does your firm offer any international opportunities for graduates or junior lawyers?

Yes, visiting other K&L Gates offices or working with clients.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

K&L Gates is about more than practising law or making a living. It's about building something amazing - creating a legacy for

you, the firm, our clients, and the communities we serve.

We look to recruit well-rounded, talented people, to provide the opportunities and support for them to achieve their best. It sounds simple, and to us it is. Our aim is to develop commercially orientated and entrepreneurial lawyers. Solid academic results are important but to be a future lawyer in our firm you need to demonstrate talent and skill in a variety of areas.

We are looking for smart, imaginative, and hard-working people with diverse backgrounds, experiences and ideas to join us. Perhaps our search for talented visionaries and your search for important and impactful work lead to the same place.

How can students best prepare for an interview with your firm?

Interview questions aside, overall job interview preparation for graduates is key to ensuring a positive first impression. You can improve your chances of job interview success at K&L Gates with these tips:

- Know the firm well - Research the firm, practice areas, lawyers, etc. This is a vital step towards showing your commitment. Have a thorough look at our website, videos, and social channels, plus use a search engine to find any news articles we have appeared in. What is our mission or vision? How did we begin and when? What are some of our major projects?

- Target the job description - Make sure you read the key responsibilities and requirements for the role, so that during the interview you can weave these and reflect based on your strengths and experience. This will go a long way towards proving your suitability and capacity for the role and demonstrates why you are the right candidate to the interviewer.

Be transparent/genuine, show your passions, values, motivations. We recognise the diversity each person brings to our firm, and our aim is to have not only great professionals but also amazing people that help to enhance our culture.

Student Jobs

Does your firm offer any casual or part-time employment?

Yes. At present the firm offers a casual paralegal program for final year students. We take onboard about 4-5 paralegals and involve them in meaningful work.

We also have secretarial roles and opportunities in our support areas, such as Client Services.

How can students find these opportunities and apply?

Our job advertisements can be found at www.klgates.com



K&L GATES

DISCOVER.
DEVELOP.
THRIVE.

THE K&L GATES EXPERIENCE.

K&L Gates is a fully integrated global law firm with lawyers located across five continents. In Australia we have four offices in Brisbane, Melbourne, Perth and Sydney.

FULLY INTEGRATED

We are a fully integrated network of lawyers and legal professionals who believe that clients need more than technical legal skills; they need insightful and practical advice on the diverse issues that affect their businesses, delivered with unparalleled client service. Our combination of practice strength, global platform, and unsurpassed client service is a true differentiator in the legal services marketplace.

A BROAD RANGE OF PRACTICE AREAS

We have nine core practice areas across Australia. As part of your clerkship you will complete rotations within at least one of these. In your graduate year, you will experience multiple areas across three rotations.

HANDS-ON EXPERIENCE

You will be embedded into the practice areas and be involved in real legal work right from the start, giving you an in-depth experience and providing a real insight into life as a corporate lawyer at K&L Gates.

K&L Gates is about more than practising law or making a living. It's about building something amazing - creating a legacy for you, the firm, our clients and the communities we serve.

We are looking for smart, imaginative and hard-working people with diverse backgrounds, experiences and ideas to join us. Perhaps our search for talented visionaries and your search for important and impactful work lead to the same place.

Learn what makes our global law firm different:

Check out our Facebook page: [/klgatesgraduate recruitingau](#)

Check out our videos on YouTube: [/klgateslaw](#)

Visit our Careers page at www.klgates.com for application details.

OUR PRESENCE

With a strong presence in key capital cities and world commercial and financial centres, we represent a broad array of ASX, Global 500, Fortune 100, and FTSE 100 corporations in nearly every major industry, including energy, financial services, health care, infrastructure, life sciences, manufacturing, sustainable development, technology, telecommunications and transportation amongst others.

FORMAL TRAINING PROGRAM

In conjunction with on-the-job experience, we provide formal training. On day one, you will receive an in-depth induction to the firm as well as training on relevant IT systems, followed by sessions over the course of the clerkship and graduate programs. These sessions have been designed to develop your legal knowledge and business skills, as well as to give you a broader insight into the various areas of law in which we practise.

INNOVATION

We define innovation as change that adds value, making innovation everyone's business.

No matter the innovation, a human-centred approach focuses our efforts on our clients and our people. We produce tailored solutions that consider the outcomes that meet human needs.

Our Australian Innovation Committee cultivates our innovative culture.

COLLABORATIVE CULTURE

We truly believe that working together is better. Your supervisor and buddy will help you settle into the office and you will work closely with the partners, special counsel, senior associates and lawyers in your team. You will be provided with opportunities to build strong relationships, both within your team and the wider firm network. We provide and encourage a collaborative environment in which you can grow and develop.

APPLICATIONS

We accept graduate and clerkship applications in line with law society guidelines in the relevant state. Please check our website for application dates by office location.

Contact details

Tania Brierley

Recruitment Consultant

P +61 3 9640 4214

W www.klgates.com

KING & WOOD MALLESONS

Level 30, QV1, 250 St Georges Terrace
Perth WA 6000

Brooke Wrobel
brooke.wrobel@kwm.
com.au
9269 7569

About the Firm

Firm practice groups:

Banking & Finance, Projects & Real Estate, Mergers & Acquisitions, Dispute Resolution

What are your core values?

We are driven by a simple purpose – to use our mastery of the law for the lasting prosperity of our clients, people, and communities.

Everything we do is grounded in a set of 8 global principles which guide the way we operate as a leading international firm – how we enable our clients to succeed, how we help our people to grow and achieve their best performance, and how we support our communities to thrive.

Our 8 principles that guide our decision-making and behaviour include:

QUALITY - Strive for Mastery

We take pride in our work to the next level. As masters of our craft, we're passionate about learning, pushing for excellence and raising the standard for every single client. For us, quality isn't an abstract notion – it's personal.

EMPATHY - Be Emotionally Mighty

We are deep, active listeners, taking time and care to truly

connect with others on a human level. Law is a people business. For us, EQ and IQ carry equal weight.

GENEROSITY - Share by Reflex

We don't accumulate knowledge for our own sake – we build and share knowledge to help clients, colleagues, and communities. Collaboration comes naturally to us and is the gift that keeps on giving.

CLARITY - Make the Complex Simple

We are confident communicators who clarify, never mystify. This clarity supports real time decision-making and helps clients navigate through complexity.

CREATIVITY - Break New Ground

We own our creativity and put it to work. Passionate about what we do, we are stimulated by new challenges and bold ideas. By asking better questions and exploring what's possible we break new ground.

DYNAMISM - Debate Freely, Move as One

We welcome healthy debate, broad thinking, and the exchange of different perspectives. This diversity is our advantage. But once we decide on a course of action, we stick to it and move forward together.

TRUST - Trust in our

Collective

We hold ourselves to the highest ethical standard and invest in building deep, trust-based relationships. Mutual support gives us the strength we need to be daring and perform at our best. Trust leads to better, faster collaboration across teams and jurisdictions.

BETTERMENT - Sharpen Your Edge

We are experts with an insatiable appetite for learning. The growth mindset we cultivate keeps us at the top of our game, and right at the leading edge – exactly where our clients need us to be.

How would you describe your firm's culture?

King & Wood Mallesons strives to be a great place to work and grow.

For us, that means creating a working environment where people have access to the support required to do their job, development opportunities tailored to their needs, and the chance to contribute to something bigger than KWM.

Our people need to be as diverse as our international client base so that in working closely with our clients, we deliver a service that responds to and reflects their different needs and cultures. We define this as diversity and inclusion -

an integral part of our overall business strategy. Our aim is to provide a broad, inclusive, and open environment in which our people are fully supported to bring their whole selves and pass that on to their clients. Our diversity and inclusion agenda includes advancing gender equality, strengthening our cultural intelligence and awareness, mainstreaming flexible and agile ways of working, increasing LGBTI inclusion and addressing the impacts of bias and stereotyping.

How does your firm distinguish itself from other law firms?

King & Wood Mallesons is known for our legal excellence where our people have the opportunity to do challenging and cutting-edge work for market leading clients, in Australia and around the world.

What are some notable awards your firm has recently received?

- Most Popular Overall Law Employer in the 2018, 2019, 2020 & 2022 AFR Top 100 Graduate Employers Rankings.
- Most Innovative Law Firm in Asia Pacific 2021 and 2022.
- Workplace Gender Equality Agency (WGEA).
- Ranked in the top 10 leading law firms in Asia Pacific – Acritas Asia Pacific Brand Index 2022.

What significant work has your firm recently undertaken?

Project Endeavour:

Following extensive negotiations, Woodside Energy Group Ltd (“Woodside”) and BHP Group Ltd (“BHP”) entered into a merger commitment deed, and subsequently a share sale agreement and other binding documents, to combine their respective oil and gas portfolios by an all-stock merger to create a global top 10 independent energy company by production. KWM advised Woodside on all aspects of this deal, described as ‘transformative’ by Woodside’s CEO. On completion of the Transaction, BHP’s oil and gas business merged with Woodside, and Woodside issued new shares to BHP which were immediately distributed to BHP shareholders. The expanded Woodside was owned approximately 52 per cent by existing Woodside shareholders and approximately 48 per cent by BHP shareholders on completion of the transaction and based on the Woodside share price as at close of ASX trade on 2 June 2022, the merged entity had a market capitalisation of approximately AU\$60 billion. **Team: Heath Lewis, David Friedlander (Sydney), Caitlin Sharp, Jessica Zuiderwijk**

Iluka Eneabba Project:

KWM advised Iluka Resources on the development of its Eneabba Rare Earths Refinery in Western Australia. The refinery will produce approximately 17,500 tpa of individual rare earth oxides and carbonates (neodymium, dysprosium, praseodymium and terbium), which are critical

to electric vehicles, clean energy generation, advanced electronics and medical and defence applications. The rare earths refinery is being funded by Iluka and the Australian Government and has been designed specifically with the capability to process feedstocks sourced from both Iluka and a range of potential third parties. First production is expected in 2025. **Team: Lorenzo Pacitti, Antonella Pacitti, Christopher Barry, Nathan Collins, Olivia Harle, Toby Newnes, Peixin Truong**

Chevron CCS: The facilitation of decarbonisation strategies through abatement of carbon producing activities and innovative ways of storing carbon is key if Australia is to meet its sustainability targets. This is also a novel and complex area of law in which KWM has been a leading advisor. KWM is Chevron Australia’s lead adviser in relation to its broad project relating to carbon capture and storage both in Australia and internationally. Our work specifically includes advising on Chevron’s carbon capture acreage in Australia, the Australian regulatory framework, international law regulation, the governance arrangements with respect to the relevant projects in Australia and more broadly internationally and the customer engagement and associated agreements. KWM has a long history of assisting Chevron Australia with carbon capture and storage, acting as external counsel on the Gorgon Carbon Capture

and Storage project at Barrow Island WA, being Australia's largest CCS project to date.

Team: Peter Vaughan, Vishal Ahuja (Sydney), Tara Graneri, Richard Shi, Sally Audeyev, Guy Dwyer, Lucius Moser

China Baowu Steel: KWM advised Baosteel on its entry into a joint venture with Rio Tinto in respect of the development of the Western Range iron ore project in Western Australia. Baosteel (46%) and Rio Tinto (54%) are expected to invest a combined \$2 billion into the iron ore project, which is planned to reach first production in 2025. Rio Tinto and Baosteel have also entered into an offtake agreement for the sale of up to 126.5 million tonnes of iron ore from Rio Tinto's Pilbara iron ore operations. KWM worked closely with Baosteel teams located in both Perth and Shanghai to negotiate all aspects of the transaction. Our role involved negotiating and preparing the transaction documents, including the joint venture agreement, management agreement, construction related documentation, and mine-gate-sale offtake agreements, as well as acting as Baosteel's advisors throughout the process. **Team:** Tim Edwards, Matthew Clark, Nathan Collins, Nigel Hunt, Tracey Dembo, Angela Zhao, Sharon Ho, Ben Bartley, James Simpson, Li Haoyuan (Shanghai), Lin Rongyue (Shanghai)

SEEK Limited: KWM is currently advising SEEK Limited in respect of four related discrimination complaints in the Western Australian State Administrative Tribunal and Queensland's Industrial Relations Commission. Our role has involved providing preliminary advice on the merits of the complaints, assisting SEEK in applying to strike out the complaints in both jurisdictions, representing SEEK at conciliation conferences and hearings in respect of each matter, and managing ongoing correspondence with the various parties to the matters. **Team:** Ruth Rosedale, Darcy Hardwood

What kind of pro bono work does the firm engage in?

We work in trusted partnerships with community-led organisations, emerging leaders and respected advocates to further strengthen communities through strategic legal, justice & advisory projects, holistic pathways programs and targeted grants.

Clerkships

During which periods do you offer clerkships?

Summer (3 weeks: November – December) and Winter (3 weeks: June – July).

How many clerkship positions are available for 2023?

This depends on business needs.

What tasks do clerks usually undertake?

We offer clerkships that give an insight into what it's like to be a lawyer at King & Wood Mallesons. You'll get to know our people, the way we work, our culture, practice areas, clients and more.

What you'll learn?

The day-to-day skills to get you started – taking instructions, meeting with clients, drafting memos and documents, managing your practice and professional relationships.

The core practice teams at King & Wood Mallesons – who they are, what they do, how they're structured, the clients they work for, and of course, your role within them.

Our culture – working within your team, you'll be exposed to (and encouraged) to get actively involved in the many activities and events that help create our unique culture.

Our people – you'll find that people from every part of the business will help you by sharing their knowledge and supporting you through the early stages of your career and beyond.

How can a clerk stand out or make a good impression?

- Tailor your application and think about why you are applying to the firm.
- Take your time – don't leave writing or submitting to the last minute.
- Be honest in your application and don't be afraid to let your application reflect your

personality.

What are some things students should avoid doing in their clerkship applications?

Being late and underprepared.

Do you offer clerkships to non-penultimate year students?

No, however we have our “KWM Insight” program which runs nationally and is aimed at pre penultimate year law students.

Graduate Jobs

What does your firm look for in a graduate?

- **Intellectual curiosity** - to us, intelligence is not measured by your GPA. We want deep thinkers who seek out information and diverse views to reach a practical and efficient solution to business problems.
- **Client centricity** – we work in our clients’ worlds and partner with them to achieve their business goals. We need people who can stand in the shoes of the client and experience things from their perspective.
- **Learning agility** – the international legal landscape is changing every day. We need people who demonstrate personal flexibility and an openness to dealing with change.
- **Growth mindset** – we are growing the international law firm for the future. We

look for people who seek out learning opportunities and embrace challenges.

- **Teamwork** - we operate as one family, one firm working together and supporting each other across cultures. We want people who build relationships and empathise with others.

How can students apply for a graduate position?

We follow the first round offers process at King & Wood Mallesons in Perth. Former Summer and Winter Clerks will be eligible to apply for a Graduate position and we invite you to apply closer to the time.

How many positions are available in 2023?

This depends on business needs.

Does your firm offer any international opportunities for graduates or junior lawyers?

We offer a domestic secondment or transfer program where we regularly transfer partners, lawyers, and other staff between our offices. A transfer can be for a short period of 3-6 months or for a longer period. Transfers between our offices assists with knowledge sharing and experience around the firm, benefitting both our people by developing the future leaders of the firm and our clients.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

- We like our candidates to be themselves. It gives us an indication of who you truly are as an individual.
- Ask questions. Your interview is a 2-way experience and a chance for you to find out about us as a firm – what do you want to know?

How can students best prepare for an interview with your firm?

Research King & Wood Mallesons, be able to talk about your application answers, have some questions prepared and think about your experiences (we want to get to know you!).

Student Jobs

Does your firm offer any casual or part-time employment?

We do offer limited Law Clerk opportunities to those who have been a former Summer or Winter Clerk. This is discussed during your Clerkship with us.

TAKE CHARGE OF YOUR CAREER PATH

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

Grow and thrive with KWM.

WE OFFER

Culture of innovation, collaboration and high performance.

Multiple career pathways where you can shape your future.

World-class training and coaching to unleash your full potential.

High impact work for the world's leading organisations.

Relationships that last a lifetime.



careers.kwm.com/en/graduates-australia

[kwm.com](https://www.kwm.com)

KING & WOOD
MALLESONS
金杜律师事务所

LAWYERS ON DEMAND (LOD)

Level 2, Suite 4A, 1 Hood Street
Subiaco

About the Firm

Firm practice groups:

LOD is a NewLaw pioneer in Australia and abroad. We work at the forefront of legal innovation and we're a market-leader at flexible legal resourcing. We typically operate by seconding lawyers and paralegals into corporates for in-house work. This means we are usually working in the general corporate commercial area, but also have secondees that specialise in employment, IR, litigation, IP, property, construction and more.

What are your core values?

LOD is an organisation committed to balance. It's something that drove our inception in 2007 and continues to this day. We believe that all types of people should be able to work as a lawyer in a way that works for them. LOD has also developed 5 key ways of working:

- **We deliver** – we make an impact each day, we focus on what matters, act as a team and celebrate our success
- **We are creative** - we are curious, we seek new ways of working and embrace new technology
- **We care & collaborate** - we find the best in each other, we show our clients

and our people that we care

- **We are inclusive** - we are personal and authentic, we embrace diversity and positive engagement to help us grow
- **We are trusted** - we act ethically, we take ownership and earn trust from each other and our clients

How would you describe your firm's culture?

LOD's culture centres around flexibility and excellence. Our lawyers get to call the shots – want to work full-time, part-time or project-by-project? Need to fit around family, travel or interests? Fine by us.

We work with some of the world's biggest organisations and we expect our lawyers to be more than just good lawyers – they are also commercially-minded, strong communicators and great colleagues.

How does your firm distinguish itself from other law firms?

LOD is the pioneer of the NewLaw movement in Australia. We're market leaders in flexible legal work and we pride ourselves in thinking differently about how we work.

What are some notable awards your firm has recently received?

LOD has won hundreds

Chloe Walsh
People & Development
Manager Perth
Chloe.walsh@lodlaw.com

of awards across Australia and overseas since we began operations. Most recently, we were recognised as an Employer of Choice by Australasian Lawyer for the fourth year in a row. Overseas, we were also awarded Diversity Initiative of the Year in the Middle East and Excellence in HR Innovation in the UK.

What significant work has your firm recently undertaken?

Our lawyers are distributed across hundreds of legal teams across Australia and thousands around the world. They work for household name companies and provide advice and strategy from the inside. Our lawyers work across industries, from the world's leading tech firms and energy giants to financial start-ups and not-for-profits.

What kind of pro bono work does the firm engage in?

As our lawyers are predominately on secondment, they engage in the pro bono activities that their organisations are running. In addition to these activities, LOD lawyers are also invited to join the Annual Legal Walk for Law Access.

Further Information about LOD

Does LOD run a clerkship/graduate program?

Whilst we work with law students and recent graduates to place them on in-house paralegal secondments, we don't yet offer a clerkship or graduate program due to the supervision requirements for restricted practitioners (watch this space!). We currently support junior lawyers by helping them build their legal experience and careers via in-house secondment work.

How does LOD employ lawyers?

We have the flexibility to employ lawyers in whatever way suits them best. Lawyers can opt to work part-time or full time and can be offered a fixed-term contract or permanent employment.

How do you begin your in-house journey?

We love supporting junior lawyers who want to work flexibly and transition from private practice to in-house. Once a lawyer has completed their Restricted Practising period (usually 2-3 years PQE) we can facilitate in-house secondments. We help you kick off every assignment, understand what your clients want and get to grips with market trends and legal updates.

Graduate Jobs

LOD is developing Australia's first graduate program for direct entry into in-house private sector roles. We are in advanced discussions with one of Australia's largest companies to create the best possible training environment. Stay tuned for more details via www.lodlaw.com.

Student Jobs

Does your firm offer any casual or part-time employment?

Yes.

Does your firm offer any casual or part-time employment?

We often have paralegal roles available.

To explore current roles, please visit: <https://mylodau.lodlaw.com/>

Get the freedom to work how you want, the inspiring work you deserve and the support you need to succeed.

LOD pioneered the very first alternative legal service in 2007, and we continue to lead the exciting market we created.

We support the best legal and compliance teams across the globe with our 'People+' model - the best people in the business solving our client's problems quickly and effectively, supported by the finest legal technology and operations.

We have:



10 offices across the globe (and the ability to work outside of those locations).



Over 1000 world-class lawyers and paralegals, legal operations & tech experts, plus risk and compliance professionals operating across our secondment, law firm and consulting solutions.

LOD is still one of the largest and fastest growing alternative legal services businesses in the world. With LOD, you get all the best bits of being a lawyer - interesting work with some of the world's most exciting organisations. Plus the flexibility and freedom to live your life the way you want.

Our people are integral to who we are and our success. For the fourth year running, we're proud to be recognised as an **Employer of Choice** by Australasian Lawyer.

[LODlaw.com/join](https://lodlaw.com/join) 

linkedin.com/company/lodlaw 

About the Firm

Firm practice groups:

Commercial Disputes and Insolvency, Insurance, Workplace Relations, Employment and Safety, Property, Family and Corporate Advisory.

What are your core values?

Respect: creating an environment where everyone feels valued and empowered to make a contribution as their authentic selves.

Integrity: being honest and accountable to the client and with each other.

Client-centric: putting the client at the heart of everything we do.

Excellence: always raising the bar and taking a nimble and innovative approach to new challenges.

Meritocracy: a clear, consistent system for recognising and rewarding quality work.

How would you describe your firm's culture?

Mills Oakley is known for its friendly, down to earth culture. We are not part of the conservative legal establishment. We are a challenger brand. We pride ourselves on being nimbler and more innovative than our 'big end of town' rivals and that means empowering our people

to think and act independently to achieve great results for our clients.

How does your firm distinguish itself from other law firms?

We are an independent Australian firm. That means decisions about the firm and your career are made locally and unlike many of our competitors, we don't need to run those decisions via London or New York. It's a faster, friendlier way to run a firm. We are also one of the few firms to offer clerks and graduates the opportunity to experience private client areas such as Family Law as well as traditional 'big firm' areas such as Corporate or Dispute Resolution.

What are some notable awards your firm has recently received?

- Winner – Australasian Lawyer Fast Firms Showcase (2022)
- Excellence Award (Law Firm of Year) – Australasian Law Awards (2021)
- Winner – Australasian Lawyer Fast Firms Showcase (2021)
- Top 25 Attraction Firm (Employer of Choice) – Lawyers Weekly (2021)
- Employer of Choice – Australasian Lawyer (2021)

What significant work has your firm recently undertaken?

- Advising on a \$1bn ASX listing for a high-profile New Zealand residential land developer.
- Advising an ASX-listed investment manager on the acquisition of a major retail asset in Geraldton, WA.
- Advising four WA public universities on their enterprise bargaining agreements.
- Advising Australia's largest integrated resort owner/operator on two banking facilities worth \$500m.

What kind of pro bono work does the firm engage in?

Mills Oakley has a proud tradition of assisting vulnerable members of the community to protect their rights.

We have a particular focus on providing pro bono services to the 'missing middle', a term which describes the growing number of low to moderate income earners in Australia who are ineligible for means-tested Legal Aid services but are unable to afford a private lawyer. To access the legal system, the missing middle often must make a difficult choice between incurring

substantial financial hardship, self-representing or abstaining from pursuing their legitimate legal claims altogether.

Mills Oakley owns and operates a dedicated pro bono firm, Everyday Justice, which has a presence in every Mills Oakley office throughout Australia and is targeted at the missing middle. Last year, Everyday Justice provided over 15,000 hours of free legal advice on a wide variety of matters, including employment matters, tenancy disputes and financial abuse.

Clerkships

During which periods do you offer clerkships?

- Summer: November / December – 4 weeks, January/February – 4 weeks and
- Winter: June/July – 4 weeks

How many clerkship positions are available for 2023?

10-12 positions.

What tasks do clerks usually undertake?

We understand that the beginning of your career in law is a critical building block for your future, so our program is designed to provide an insight into 'life within a firm' and for you to experience first-hand our open, supportive, and friendly culture. A variety of tasks are provided to seasonal clerks, including research, drafting memos, attending court and meeting clients.

How can a clerk stand out or make a good impression?

Your application should be targeted and subjective, making sure that you pay attention to detail and show your personality. Let us know why you think Mills Oakley is the place for you and how you can see yourself being part of the firm long-term.

What are some things students should avoid doing in their clerkship applications?

Not supplying all the requested information and not cross checking their application to ensure all details are accurate.

Do you offer clerkships to non-penultimate year students?

Applications are generally only open to penultimate year law students with the right to work in Australia.

Graduate Jobs

What does your firm look for in a graduate?

A graduate should understand the firm culture and values and should adjust to each practice area they are rotating into. We encourage you to jump straight into the work and not be afraid to ask questions and gain an in depth understanding of the matters you are working on.

How can students apply for a graduate position?

Through our website: millsOakley.com.au/graduates

How many positions are available in 2023?

Somewhere between 2-4.

Does your firm offer any international opportunities for graduates or junior lawyers?

Not to work on an international basis as we are primarily an Australian national firm however there is scope to work on international matters dependent on practice group.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

An enthusiastic and open attitude, so that you present your genuine self in the interview. Do not come with so many pre-prepared answers; answer the questions as they come honestly and to the point.

How can students best prepare for an interview with your firm?

Complete research on the firm, its people, achievements, notable matters, and professional highlights.

Student Jobs

Does your firm offer any casual or part-time employment?

Yes, there are often opportunities that arise to join on a casual basis as a Paralegal. Apply through our website on the Careers page: millsOakley.com.au



INTRODUCING MILLS OAKLEY

Mills Oakley is a leading independent Australian law firm with over 140 partners and more than 800 staff located in Melbourne, Sydney, Brisbane, Canberra, Perth and Adelaide.

We are a Top 10 Australian law firm by size. Our mission is to provide a superior service experience while operating an efficient business model that delivers value for clients, without compromising quality.

We act for a wide range of corporate, private, government and not-for-profit clients. Our client base includes some of Australia's leading companies such as Qantas, Citigroup, Suncorp, IBM, Investa, and many others.

In January 2021 we created Everyday Justice, a not-for-profit law firm which is dedicated to helping low to moderate income earners who are ineligible for means-tested Legal Aid services but who are unable to afford a private lawyer. Everyday Justice operates in collaboration with The College of Law and many charities across Australia.

In 2021, we were awarded the *Australasian Lawyer* Employer of Choice award.

Our comprehensive expertise, in conjunction with our entrepreneurial spirit and national reach, means that we are ideally placed to provide the highest level of service to our clients.

CONTACT US

MELBOURNE

Level 6, 530 Collins Street
Melbourne, VIC 3000

SYDNEY

Level 7, 151 Clarence Street
Sydney, NSW 2000

BRISBANE

Level 23, 66 Eagle Street
Brisbane, QLD 4000

CANBERRA

Level 1, 121 Marcus Clarke Street
Canberra, ACT 2601

PERTH

Level 24, 240 St Georges Terrace
Perth, WA 6000

ADELAIDE

89 King William Street
Adelaide, SA 5000

WWW.MILLSOAKLEY.COM.AU

About the Firm

Firm practice groups:

- Capital markets & corporate
- Disputes, competition and insurance
- Infrastructure, construction & property
- Consulting solutions

What are your core values?

Excellence - in all its forms is the hallmark of all that we do.

Curiosity - we solve complex challenges for our clients and our business with a curious and innovative mindset.

Collaboration - we work collaboratively with our clients and harness the power of inclusion.

How would you describe your firm's culture?

At MinterEllison, we're driven by a strong sense of purpose. Our purpose is to create sustainable value with our clients, our people and our communities. Our purpose guides the way we work with each other and our clients every day.

How does your firm distinguish itself from other law firms?

MinterEllison is one of Australia's largest law firms, with nearly 200 years of business history. We're known for our legal and consulting expertise

- and for our inclusive culture and authentic character. We've changed to keep up with our client's expectations. We offer legal and consulting services under one roof. Clients rely on our expertise and insights to solve their most complex business challenges. They value our responsive, commercial approach.

What are some notable awards your firm has recently received?

- 2023 AFR/GradConnection Top 100 Most Popular Clerkship Employer - Winner
- 2023 AFR/GradConnection Top 100 Most Popular Law Employer - Finalist
- 2022 Australian Insurance Industry Awards - Professional Services Firm of the Year
- 2023 Best Lawyers - 12 Partners recognised
- 2023 Best Lawyers - Australia's Leading Law Firm of the Year for expertise in: Construction/Infrastructure Law & Labour and Employment law
- 2022 IFLR Australasian Law Awards - National Law Firm of the Year
-

What significant work has your firm recently undertaken?

MinterEllison's legal and consulting teams have advised Colonial First State (CFS) on arrangements with wealth platform provider FNZ to develop and operate a transformative new wrap platform.

MinterEllison advised Qantas in its acquisition of a majority shareholding in the holding company of Byron Bay-based online travel booking website TripADeal.

Currently, our team of leading experts is acting for the State and Commonwealth Governments in several high profile Commissions being conducted in Australia, including: Royal Commission into Robodebt Scheme, Royal Commission into Defence and Veteran Suicide, Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

What kind of pro bono work does the firm engage in?

Our Pro Bono and Community and Investment Programs are designed to bring together the best of our Firm to address cycles of disadvantage facing the most vulnerable sections of

our communities. It recognises the opportunity we have to make a positive impact, whether providing pro bono legal advice, mentoring of school students from disadvantaged areas, other skilled volunteering or in-kind assistance, amplifying fundraising and awareness campaigns, providing charitable giving support to not for-profit organisations, strengthening social enterprises, or working with our clients, community partners and networks to drive systemic change.

Our Pro Bono and Community Investment Program is driven by a deep commitment to human rights directed across four interconnected pillars:

- Human rights and access to justice
- Homelessness (including domestic and family violence)
- Empowering youth
- First Nations empowerment

Clerkships

During which periods do you offer clerkships?

MinterEllison offers a Summer Clerkship Program in Perth running from late November to early February. If you are successful in obtaining a clerkship with MinterEllison you will also be offered a graduate position for 2025. If there is a business requirement you will also be offered the opportunity to paralegal with us in your final year at university. We believe in investing in your career from the first day of your clerkship as that

is the day you start your journey with us.

How many clerkship positions are available for 2023?

We estimate that there will be 8 positions available this Summer.

What tasks do clerks usually undertake?

Our clerkship program offers meaningful work experience, a comprehensive orientation program and learning on the job to build both technical skills and commercial knowhow.

During our program you will:

- work closely with partners and lawyers on active matters to meet deadlines
- produce quality and meaningful work
- participate in tangible learning & development activities
- Experience roles in out different lines of business, helping you decide which area is right for you; and
- Attend social and networking events.

How can a clerk stand out or make a good impression?

At MinterEllison, we are not looking for people to fit a mould. Academics are just one piece of the puzzle and we recognise the strength that diversity can bring to a team. Work experience, life experience, extra-curricular activities, sporting participation, music and travel are all important criteria to us. We want you to bring your whole self to work - individual

strengths and diversity are what build our teams up to be the successes they are.

What are some things students should avoid doing in their clerkship applications?

Avoid applying with a generic cover letter and CV. Tailor your application to the firm you are applying for; highlight the research you have done and make sure you address why you want to work with us. Start preparing your application early to ensure you can submit it on time, and proofread your application before you submit it!

Be yourself! We want you to bring your whole self to work. We are interested in learning more about you; showcase your skills, experiences and achievements.

Do you offer clerkships to non-penultimate year students?

Yes, although our Clerkship Program is most suited to students in their penultimate or final year of their law degree.

Graduate Jobs

How can students apply for a graduate position?

Our Graduate positions are normally filled by our Summer Clerks.

Does your firm offer any international opportunities for graduates or junior lawyers?

We have had numerous junior lawyers go on secondment to our international offices in Hong Kong, Ulaanbaatar and London.

We also have international exchanges opportunities through our World Law Group (WLG) relationship. Last year two of our lawyers completed WLG exchanges – one to Mexico and one to Ireland.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Your interview is the perfect opportunity for us to know more about you and what you are looking for in an employer. It is also an opportunity for us to tell you about the firm and answer any questions you might have. We like to see people be authentic in their interviews. Everyone has a different story to tell and we want to hear yours. Highlighting your wide range of skills and how you can contribute to a team is always recommended.

How can students best prepare for an interview with your firm?

- Be prepared and do your research - Re-read your application documents as we will ask you about all the things you have done. Do your research into our firm so that you are well-equipped to explain what drew you to MinterEllison.
- Practice – Practice your examples with a friend

to build confidence in your delivery. It's always comforting to walk into an interview with solid examples you feel confident articulating.

- Ask questions – This is your opportunity to learn more about the firm and build rapport with the people interviewing you. Asking insightful questions will help you decide if Minter is the right firm for you.

Student Jobs

Does your firm offer any casual or part-time employment?

From time to time opportunities do become available, keep an eye on the careers pages on our website for more information minterellison.com/careers

Early careers at MinterEllison

Our clerks and graduates tell us that three key things make the MinterEllison experience:

1. Experiencing high profile matters in a top tier firm
2. Our culture
3. Our learning and development programs

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.

An award winning start to your career



Winner, Most Popular Clerkship Employer
Top100 Graduate Employer Awards 2023



Finalist, Most Popular Law Employer
Top100 Graduate Employer Awards 2023



Top Graduate Employers 2023
Australian Association of Graduate Employers



Top Intern Programs 2022
Australian Association of Graduate Employers

Five reasons we're different

Great roles in great matters

Our industry go-to-market strategy is key to achieving our growth ambitions. You could be working on the matters changing the landscape of law and legal practice.

Feed your curiosity

Our learning programs will help you build the skills you need to be the trusted advisor of tomorrow.

A focus on you

Our wellbeing program, leave policies and entitlements ensure our people are supported.

An inclusive culture

It's no surprise that the MinterEllison workplace culture is awarded key inclusion awards and benchmarks. We're truly inclusive and value diversity in all its forms.

A passion for social justice

You'll have the chance to join our pro bono and community investment program to help address disadvantage.

For information and to apply visit graduates.minterellison.com

NORTON ROSE FULBRIGHT

Level 30, 108 St Georges Terrace
Perth 6000

About the Firm

Firm practice groups:

Perth Office:

- Corporate M&A
- Banking & Finance
- Projects & Construction
- Restructuring
- Pro Bono
- Litigation and Arbitration
- Employment & Labour
- Real Estate
- Technology

Nationally:

- Commonwealth Government Australian
- Environment & Planning
- Intellectual Property
- Tax
- Financial Services

What are your core values?

Quality – We're a team of the highest calibre, providing consistently high quality work, because our clients always come first.

Unity – We share our knowledge and work to support one another across teams and borders, because our team culture makes us who we are.

Integrity – We're trustworthy, open and fair. We respect colleagues and clients deeply, and work to the highest ethical, professional and business standards

How would you describe your firm's culture?

We pride ourselves on our culture and work hard to maintain it. We are widely recognised as an inclusive, friendly, collaborative, and supportive workplace with a genuine sense of community.

We are a world class business that is profitable, ambitious, cooperative and considerate. We support our clients through our core values which describe our culture, the way we work and what we stand for.

How does your firm distinguish itself from other law firms?

Commitment to our Early Talent cohort's development

Our Clerkship Program is carefully curated to provide clerks with a taste of real life as a graduate at an industry leading global law firm. The program provides the opportunity to rotate through two practice areas of their choice.

We understand the importance of becoming a well rounded legal practitioner with international experience. As such, we provide our graduates with the opportunity to complete a six month secondment in one of our international offices. Our international trainee program has seen our Australian graduates complete

secondments in the United Kingdom, Singapore, Hong Kong, Dubai, Johannesburg, Abu Dhabi, Athens and Paris and Shanghai.

Commitment to Diversity, Equity and Inclusion

Our diversity benefits both our people and our clients. We believe our differences are what makes us stronger. We strive to foster a welcoming, accepting and supportive environment where all our people can bring their whole selves to work and realise their career potential. This commitment is integral to our business approach. By encouraging our team to contribute their varied backgrounds, experiences, and perspectives, we can better understand our clients' needs in diverse markets and engage with the communities in which we operate.

Our vision is to be an employer of choice worldwide, attracting the best people to provide our clients with the most considered and innovative advice. Our diversity, equity and inclusion strategy has a particular focus on building a culture of accountability. We aim to integrate these core values in everything we do, by developing inclusive leadership, supporting diverse talent, and partnering with our clients to further our efforts collectively.

Becky Padmore
Human Resources Coordinator
becky.padmore@
nortonrosefulbright.com

What are some notable awards your firm has recently received?

- Chambers Asia Pacific 2023 - We were proud to have had our client work recognised across 28 practice areas in the Chambers and Partners Australian Legal Guide 2023. 43 NRF lawyers were recognised for their outstanding contributions and advice
- Employer of Choice for Gender Quality awarded by the Workplace Gender Equality Agency
- Silver tier employer for LGBTI Workplace Inclusion awarded by the Australian Workplace Equality Index

What significant work has your firm recently undertaken?

- Advising CWP Global, Intercontinental Energy and Mining Green Energy on establishing the Western Green Energy Hub - a 50GW hybrid renewable energy project on the southwest of WA. The US\$100B project will be the world's largest green hydrogen project, producing millions of tonnes of green hydrogen/ammonia.
- Advising Tokyo Gas on the sell down of several minor stakes in four LNG projects to Mid Ocean, including Gorgon, Ichtyis, Pluto and QCLNG, for a total consideration of AU\$3.4B, enabling Tokyo Gas to reinvest in renewable energy assets.

- Advised French multinational energy company TotalEnergies SE on its innovative divestment of a 27.5% economic interest in the Gladstone LNG Project in Queensland, WA to Global Infrastructure Partners for US\$750M.
- Advised lenders and hedging banks on the financing to Sandfire Resources Limited's US\$1.9B acquisition of Minas de Aguas Tenidas S.A (MATSA) and its copper projects. MATSA was jointly-owned by Trafigura Group and Mubadala Investment Company and is comprised of three underground mines and a central processing facility located in Spain. The acquisition involved a complex closing structure around Spanish regulatory approvals, together with a bespoke pre-hedge programme.

What kind of pro bono work does the firm engage in?

We have a long history of providing pro bono legal services which we consider to be a vital part of our culture. Not only does pro bono provide our lawyers the opportunity to give back to the communities in which we operate, we also believe pro bono can make a genuine difference to our clients. Our pro bono practice is led by the Perth based national pro bono partner and complements our broader strategic focus on ESG. It is defined by three impact pillars and three focus themes to help us to build our expertise and provide more

impactful outcomes.

We specialise in supporting local, national and global legal projects that benefit the environment, mental health, disabilities, and international human rights.

Our three focus themes:

- Actively seeking out projects benefiting First Nations communities;
- Using strategic litigation to deliver wide-reaching positive social change; and
- Embracing the use of legal innovation and digital solutions to improve the efficiency of our services.

Our graduates and lawyers have the opportunity to undertake a 6 month pro bono secondment which involves working in a community legal centre or not-for-profit organisation, working on exciting matters and projects outside the firm's legal practice groups, and obtaining direct exposure to clients and policy or law reform work.

Clerkships

During which periods do you offer clerkships?

In Perth, our 10 week Summer Clerkship program runs from November to February.

How many clerkship positions are available for 2023?

We anticipate 10 clerkship positions in 2023.

What tasks do clerks usually undertake?

Our clerkship program offers a real taste of life as a Graduate, encouraging a

hands on approach and getting involved in a variety of work. No two days are the same but they usually include attending clients meetings, visits to court, research, preparation of court documents, drafting deeds/contracts, discovery and more!

Additional activities include key skills training, Q&A sessions with our leaders, presentations about practice areas and deals, pro-bono team activities, and networking and social events.

How can a clerk stand out or make a good impression?

Be curious and make a conscious effort to get to know your practice groups and the firm. We like to see clerks who are keen to take on a new challenge and bring their whole selves to work. Try your best to be confident! We don't expect you to always get it right, but we do expect that you give everything your best go.

What are some things students should avoid doing in their clerkship applications?

- Avoid small grammatical errors on your application - proof read twice! Treat your application the same way you would treat any university work that you hand in.
- Address your cover letter and application to the correct firm and HR contact.
- Don't copy and paste applications to other firms. Tailor each application for each firm you apply for.

Do you offer clerkships to non-penultimate year

students?

We offer clerkships to penultimate students.

Graduate Jobs

What does your firm look for in a graduate?

Strong academic results are important but not the only criteria. We seek well-rounded candidates who have strengths beyond academia, including work experience and extracurriculars. We look for strong commercial awareness, a global outlook, open mindedness and long term motivation for a legal career. Most importantly, we look for curious and authentic candidates who are keen to give everything a go!

How can students apply for a graduate position?

Via our Graduates page: nortonrosefulbright.com/en-au/graduates

How many positions are available in 2023?

We will be hiring approximately 10 graduates to commence our 2023 Graduate Program.

Does your firm offer any international opportunities for graduates or junior lawyers?

Graduates are provided opportunity to complete a six month secondment in one of our international offices.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

- Have a true interest in the firm demonstrated by

research on current matters in the press (try our website or our LinkedIn!)

- Be honest in your answers
- Be yourself and be confident!
- Provide specific examples when responding to behavioral question using the STAR method
- Ask questions to demonstrate your curiosity and find out if we are the right fit for you

How can students best prepare for an interview with your firm?

Research the firm

Plan to ensure you arrive 5-10 minutes early

Be calm. There is a dedicated room to wait in while we prepare your interview where you can socialise and get comfortable

Student Jobs

Does your firm offer any casual or part-time employment?

Casual paralegal opportunities may be available through the year dependent on business needs.

If you are interested in working as a paralegal, submit your application via our 'Expressions of Interest Paralegal Role' on our website's Careers page.

Together we are change navigators

The only constant is change.

We're embracing the new challenges facing your organisation – from globalisation to emerging industries, from changes in society to advances in technology and innovation. We anticipate shifting dynamics and see the possibilities.

It's how we're able to solve your most complex problems.

We don't simply adapt to change. We thrive on it.

Law around the world
nortonrosefulbright.com



PRAGMA LAWYERS

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About the Firm

Firm practice groups:

Dispute Resolution and Litigation, Insolvency and Restructuring, Mining, Property, Business Law, Employment Law, Wills and Estates, and Industrial Relations.

What are your core values?

- Forward thinking
- Leaders in the community
- Fostering great team members
- Utmost integrity
- Delivering outstanding value to our clients

How would you describe your firm's culture?

Pragma Lawyers is not a 'traditional' law firm. It was established in 2014 and has quickly become a well-known name in the Western Australian legal arena. This year, we celebrate 9 years of being a proven alternative to St Georges Terrace law firms and pride ourselves on being swifter, sharper and more nimble. Our firm's values form the foundation of our success and culture. We are a close-knit team of 41 staff members, comprising of 22 experienced lawyers. We encourage our team to challenge conventional thinking and put in the extra 1% to attain swift resolutions for our clients, and we always make sure we celebrate milestones and wins.

Our lawyers work on interesting and challenging matters, and are given the autonomy and support they need to thrive in their careers. We are forward thinking, act with the utmost integrity, take pride in delivering outstanding value to clients, foster great team members and working environment, and are leaders in our community. Our culture can best be described as fun, flexible, curious, connected, motivating and inclusive.

How does your firm distinguish itself from other law firms?

We focus on outcomes: we strive to achieve the best possible results for our clients, including resolving disputes, providing strategic advice and representation, and facilitating commercial transactions. We have been recognised as a market leader in innovation for our fixed-fee mediation service, which aims to refer disputes to mediation at the earliest opportunity to seek a negotiated outcome and avoid protracted litigation.

Our pragmatic approach to legal practice enables us to always deliver a affordable and effective services.

What are some notable awards your firm has recently received?

- Awarded Top Boutique Law Firm 2022 by Australasian

Lawyer for our expertise in Dispute Resolution and Commercial Litigation

- Selected as an Excellence Awardee for Insolvency & Restructuring Deal of the Year for 2021
- A finalist in the Australian Law Awards Wellness Initiative of the Year for 2020
- Recognised as an Australasian Lawyer Employer of Choice for the second year running.

What significant work has your firm recently undertaken?

In 2022, across the Federal, Supreme and District Courts as well as the State Administrative Tribunal and Fair Work Commission, our firm won 78%. We maintain our reputation as a national leader in dispute resolution and litigation thanks to our service delivery.

We assisted shareholders of an entity that was placed in voluntary administration to commence a misleading and deceptive Cross-Claim in a proceeding in the Federal Court of Australia for approximately AU\$200M against the former director and shareholder. The matter was ultimately settled on favourable terms to our clients in July 2022. We won 7 decisions straight in the Federal Court for this matter, which delivered a fantastic outcome for the client.

What kind of pro bono work does the firm engage in?

Pragma undertakes a wide range of pro-bono work including litigious matters such as debts owed to migrant employees, defending violence restraining orders for the elderly and defending claims brought by banks against individuals. Our clerks and Graduates also assist in the day-to-day operations of the Subiaco Justice Centre, a not-for-profit organisation that Pragma is heavily involved in.

Clerkships

During which periods do you offer clerkships?

We aim to 'do things differently' for both our clients and the people we recruit. Pragma does not formally participate in the clerkship application process however our recruitment model sees us **hire permanent paralegals all year round** to be part of our growing team.

When recruiting paralegals, we look for team players who are willing to go the extra mile and want to help deliver the best possible results for our clients.

What tasks do paralegals usually undertake?

Paralegals are exposed to a wide variety of tasks within the standard day-to-day running of a law firm. This ensures you are well prepared for life beyond studies and allows those who wish to become part of the team as a Graduate to be nurtured into these future pathways by the staff that they will be closely working with later.

Paralegals undertake a variety of legal and administrative tasks that assist in building your legal cache and skillset. Tasks include drafting legal documents, correspondence with parties, assisting Lawyers in their attendance at court or in mediation, writing articles, and conducting research. We are generally open to cater for your particular interests in the law in providing opportunities to work in both team-specific and general capacities at the firm.

What are some things students should avoid doing in their clerkship applications?

As we are proud of the strong social and team culture we have created at our firm, we prioritise getting to know our candidates first as people and how you work within a team environment. Although academic transcripts are important and are requested as part of the interview process, we hold a more holistic approach to recruitment, rather than just focusing on grades and academic achievement. Tell us who you are and how your values align with ours.

Do you offer opportunities to non-penultimate year students?

We employ students from first year through to final year, providing a diverse range of students into our paralegal pool. We are supportive of learning and development, so if we find the right 'fit' for our firm, we are invested in ensuring that whoever may join the firm,

regardless of experience, is fully trained and set up for success.

Graduate Jobs

What does your firm look for in a graduate?

We focus on a graduate's willingness to learn within our firm's specialist teams, their personal values aligning with our values and a team oriented spirit fitting well with our team's culture. We value getting to know our graduates first understanding how they might thrive in a team-oriented work environment. A successful graduate shares our values, has the right attitude and is keen to learn and grow with Pragma.

How can students apply for a graduate position?

We advertise for Graduate positions on the 'Join the Team' page on our website and on our social media pages.

How many positions are available in 2023?

Pragma is always keen to hear from potential graduates, as we do not have a set number of positions and will adapt for the right candidates depending on business needs. We encourage anyone to register their interest for potentially becoming a Graduate at careers@pragma.law

Does your firm offer any international opportunities for graduates or junior lawyers?

Although our firm and work is primarily based from our

Subiaco office, depending on the firm's clients and wide variety of matters, you will have exposure to working with international clients as part of the work we are involved in.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

We hold a more holistic approach to recruitment and don't just focus on grades and academic achievement. Ensure to put your best foot forward with who you are and how your values may align with ours, as we are interested to know you as a person first and what's important to you. One of our strongest traits as a firm is that we have a very strong team culture and are highly motivated to find the right people who will fit into that team culture.

We also really value when a candidate knows about our firm and can articulate what made them apply for a position at Pragma, and what they are excited about learning as part of their journey.

How can students best prepare for an interview with your firm?

Ensure you know that the areas of law that we practise within and do not hesitate to ask us questions about the role. We want to ensure that the firm is best suited to what you are looking for, as much as we are also looking for the right candidate, so come to the interview with any questions you

might have, as we would love to give you as much information as possible about our firm and how we work.

Student Jobs

Does your firm offer any casual or part-time employment?

We offer part-time employment for paralegal positions and are always interested to hear from those who might be keen to join our growing firm.

To learn more about Pragma Lawyers or to stay updated with future paralegal or graduate vacancies, please follow us on Instagram, visit our website pragma.law/join/ or email through your cover letter and CV to careers@pragma.law.

Perhaps the
fastest way
to become a QC
is via this QR...



Visit our website to learn about our excellent Graduate Development Program. It includes exposure to different practice areas, having an assigned mentor, and opportunities to volunteer at the Subiaco Justice Centre.

The culture at our firm has seen Pragma Lawyers receive recognition as an Employer Of Choice, plus we give our lawyers the autonomy and support they need to thrive and fast-track their careers.

If you're interested in joining our dynamic team, email careers@pragma.law

www.pragma.law



SPARK HELMORE LAWYERS

Eastpoint Plaza, Level 11/233 Adelaide Terrace

About the Firm

Firm practice groups:

Commercial Insurance,
Government, Workplace,
Corporate & Commercial and
Statutory Insurance

What are your core values?

- **Client-first**—putting our clients at the heart of everything we do
- **Honest** - always being authentic, ethical and behaving with integrity and respect
- **Respect and inspire people**—enabling people to be their best
- **Agile**—open to change, adapting to challenges and uncertainty
- **One-firm** — working collaboratively towards achieving our goals
- Walk the talk—leading by example and showing the way

How would you describe your firm's culture?

Friendly, supportive, authentic, and down to earth

How does your firm distinguish itself from other law firms?

- **Market-leading expertise**—we are a full-service national law firm who work with a loyal and exceptional client base. You will be involved in matters that will engage you, challenge you and give you unparalleled

opportunity to grow and deepen your expertise.

- **Real legal work**—from your first day, you will have the opportunity to get involved in legal work that contributes to the firm and its clients.
- **Training and development**—we offer a combination of formal and on-the-job training that covers technical and soft skills.
- **Mentoring and networking**—we have a proud reputation for mentoring and facilitating relationship building across the firm in a way that fosters personal and career development, networking and the sharing of knowledge, experience, and learning.
- Opportunities to give back—through our Pro Bono and Community Programs.

What are some notable awards your firm has recently received?

2023 Prosple Graduate Awards:

- No 1 for Workplace Culture
- No 2 for overall Graduate Satisfaction

Winner, Government Partner of the Year, Lawyers Weekly Partner of the Year Awards 2022

Winner, Insurance Business Australia 5-Star Excellence Award for Diversity, Equity and Inclusion 2022

Finalist, New Partner of the

Year (3 years or less), Lawyers Weekly Partner of the Year Awards 2022

Finalist, Technology Partner of the Year, Lawyers Weekly Partner of the Year Awards 2022

Finalist, Employment Partner of the Year, Lawyers Weekly Partner of the Year Awards 2022

Finalist, Special Counsel of the Year, Lawyers Weekly Australian Law Awards 2022

Finalist, Government Team of the Year, Lawyers Weekly Australian Law Awards 2022

Finalist, Insurance Team of the Year, Lawyers Weekly Australian Law Awards 2022

Finalist, Pro Bono Program of the Year, Lawyers Weekly Australian Law Awards 2022

Listed, IP Expert for 2022, Asia IP

What kind of pro bono work does the firm engage in?

Through our dedicated Pro Bono Practice, we strive to strengthen the communities in which we operate by providing free legal assistance to disadvantaged individuals, as well as eligible not-for-profit and charitable organisations and social enterprises, allowing them to extend on their capacity to make a difference. We are

proud to support the Westpac Rescue Helicopter Service, Marrickville Legal Centre, Australia's National Research Organisation for Women's Safety and Batyr Australia Limited, among others, through our Pro Bono Practice.

Graduate Jobs

What does your firm look for in a graduate?

- “All-rounders” who engaged in extra-curricular pursuits as well as their studies (our graduates have often excelled at mooting, debating, team sports or student politics in addition to their studies)
- Team players
- Clear and concise writers
- Confident and articulate communicators
- Experienced in any of the following: summer clerkships, casual paralegal positions, voluntary legal aid experience and tipstaffing

How can students apply for a graduate position?

We recruit graduates in all nine of Sparke Helmore's offices depending on business requirements. When graduate positions become available, they will be advertised through the 'Join Us' section on our Careers Page.

How many positions are available in 2023?

This depends on business needs.

Does your firm offer any international opportunities

for graduates or junior lawyers?

To be eligible to apply for our roles you must be an Australian Citizen or an Australian Permanent Resident.

Interviews

What does your firm like to see in a graduate job interview?

Candidates to come prepared and most of all to be themselves!

How can students best prepare for an interview with your firm?

Research – read up about the people and team members and always be prepared with questions for us!

Student Jobs

Does your firm offer any casual or part-time employment?

Yes, depending on business needs.

All employment opportunities are advertised through the 'Join Us' section on our Careers Page.

Erin Tomicic

Talent Acquisition Consultant

erin.tomicic@sparke.com.au

Sparke your career with us...

Deciding on the firm that's right for you is a big decision. Is the culture right for me? Will I receive quality work? Will there be people genuinely interested in my growth who can point me in the right direction? Does the firm embrace technology and take innovation seriously?

Why choose Sparke Helmore?

Sparke Helmore offers its lawyers a challenging and rewarding environment.

Working at Sparke Helmore provides all employees with a unique range of opportunities to expand their knowledge, with access to:

- **Market-leading expertise**—we are a full service national law firm. This means you will have the opportunity to gain experience in each of our Insurance, Government, Workplace and Corporate & Commercial practice groups.
- **Real legal work**—from your first day, you will have the opportunity to get involved in legal work that contributes to the firm and its clients.
- **Training and development**—a combination of formal and on-the-job training that covers technical and soft skills.
- **Mentoring and networking**—we have a proud reputation for mentoring and facilitating relationship building across the firm in a way that fosters personal and career development, networking and the sharing of knowledge, experience and learning.
- **Opportunities to give back**—through our Pro Bono and Community Programs.

What do we look for in our lawyers?

Our people are key to our success. We are always on the look-out for lawyers with potential to progress, who fit with our culture and align with our values, and who demonstrate, among other things, intelligence, interpersonal skills, commitment, energy and commerciality.

Sparke Helmore lawyers are:

- all-rounders, who are engaged in extra-curricular pursuits as well as their studies
- team players
- clear and concise writers, and
- confident and articulate communicators.

SQUIRE PATTON BOGGS

Mikayla Bachiller-Duga
mikayla.bachiller-duga@
squirepb.com

Level 21, 300 Murray Street

About the Firm

Firm practice groups:

Commodities & Shipping, Corporate, Energy & Natural Resources, Financial Services, Hospitality & Leisure, Labour & Employment, Litigation, Real Estate, Restructuring & Insolvency, Tax Strategy & Benefits.

What are your core values?

Collaboration, Professionalism, Excellence, Diversity, Responsibility. These have been created directly by our people, and it is being accountable for our values that make them really work.

How would you describe your firm's culture?

We are a dynamic and inclusive workplace, with a strong wellbeing and diversity culture. We promote a productive and supportive culture where everyone is encouraged to live by our firm values and be accountable for our actions.

How does your firm distinguish itself from other law firms?

We operate on the philosophy of "One Office, Three Locations" – that is, our teams in Perth, Darwin and Sydney work collaboratively to deliver excellence and efficiency to clients all over Australia and the

world.

What are some notable awards your firm has recently received?

- Law360 International Arbitration Group of the Year
- GAR Top30
- Legal Business award for Legal Technology Team of the Year 2022 (for Global Edge)
- Individual award – Blair Strickland 30under30 M&A Award winner 2022

Workplace Awards:

- Family Friendly Workplace Accreditation
- Mental Health First Aid Australia Gold Accreditation

What significant work has your firm recently undertaken?

We have advised Theiss on its AU\$350 million off-market takeover bid to acquire ASX listed MACA Limited (MACA), Western Australia's fourth largest contractor and largest mining services business according to Business News' Data & Insights, with more than 3000 employees.

We have advised US-based, NYSE-listed 'SPAC' (special purpose acquisition company), Metals Acquisition Corporation

(NYSE:MTAL.U) (MAC) in relation to its acquisition of the CSA Copper Mine (the CSA Mine) for total consideration of US\$1.1 billion.

We are currently advising RATCH-Australia on the AU\$210 million project financing of the Kemerton and Townsville gas-fired power stations.

What kind of pro bono work does the firm engage in?

We are a signatory to the Australian Pro Bono Target of 35 pro bono hours per lawyer. Our lawyers work on a diverse range of pro bono matters that advance social justice, support nonprofit organisations and provide individual assistance to those in need. Our current community partners with whom we work closely with include Many Rivers (provides assistance to small businesses), Women's Legal Service (community legal centre for women), Bloom (youth-led not-for-profit for entrepreneurship), and the Waalitj Hub (Aboriginal and Torres Strait Islander organisation assisting other indigenous businesses).

Clerkships

During which periods do you offer clerkships?

Summer 2023 and Winter 2024

How many clerkship positions are available for 2023?

6.

What tasks do clerks usually undertake?

Legal research, assist with drafting correspondence, attending meetings, undertake practice management and technical training.

How can a clerk stand out or make a good impression?

We are seeking students who are curious, ambitious, proactive, and have excellent communication skills. They will not be afraid to think differently to deliver the best service to our clients. They will be engaged, eager to learn and to get involved.

What are some things students should avoid doing in their clerkship applications?

Avoid generic cover letters, for example do not use “To Whom it may Concern”. Instead, find out to whom the application should be addressed and ensure that all references throughout are addressed to the correct firm. Additionally, ensure your application answers why you want to clerk at this particular firm? Finally, avoid regurgitating your CV, don’t waffle, and check your attention

to detail.

Do you offer clerkships to non-penultimate year students?

No.

Graduate Jobs

What does your firm look for in a graduate?

As with our Vac Clerk candidates, we are seeking graduates who are curious, ambitious, proactive, and have excellent communication skills. They will not be afraid to think differently to deliver the best service to our clients. They will be engaged, eager to learn and to get involved.

How can students apply for a graduate position?

Via our website.

How many positions are available in 2023?

3-4.

Does your firm offer any international opportunities for graduates or junior lawyers?

Yes, junior lawyers are considered for inter-office secondment opportunities as they arise including on occasion inter-office rotations.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

We want students to be themselves and to see their

genuine interests and enthusiasm shine through. We also look for evidence that the student has done prior research on our firm – they have come prepared with targeted questions and can easily identify what it is about SPB that made them apply. The students will have clear and concise communication skills. They will be engaged and energetic in the interview, as well as professional.

How can students best prepare for an interview with your firm?

Research our firm via our website. Look for noteworthy articles in legal news. Research both the work we do and the community initiatives we undertake, such as pro bono, and diversity and inclusion.

Student Jobs

Does your firm offer any casual or part-time employment?

We offer occasional casual paralegal opportunities.

Be

Be Yourself

You do not need to leave your personality at home to work here.

Be committed – Support our clients, our people and our community. We emphasise and reward collaboration, accountability and responsibility.

Be connected – Work alongside lawyers across the country and all around the world.

Be creative – Help oil and gas companies transition into clean, renewable energy providers or guide startups to access funding to transform innovative ideas into reality.

Be commercial – Adapt what you have learned about law to real-time scenarios for real people.

Be challenged – Set your own career path using the tools, know-how and options we offer.

We are looking for people who will thrive in our culture and contribute to our success.

Be one of us.

squirepattonboggs.com



*This artwork was created by our Perth office in collaboration with students from Dandjoo Darbalung at St Catherine's College, UWA. It represents their families woven into narratives of our values and this country.



STEINEPREIS PAGANIN

Level 4, The Read Buildings, 16 Milligan Street

About the Firm

Firm practice groups:

Corporate (Equity Capital Markets, Mergers & Acquisitions, Energy & Resources)

What are your core values?

Growth, Reliability, Excellence, Accountability, Teamwork

How would you describe your firm's culture?

At Steinpag we have a friendly, supportive, and social culture.

How does your firm distinguish itself from other law firms?

- Operate a truly flat structure as one team, meaning our lawyers are exposed to a variety of work with Partners and Senior Lawyers across the Firm from day.
- Our one-team approach encourages respect and support, and we pull together in times of need.
- No billable targets for our lawyers, promoting the one team approach and encouraging a spread of work.
- Provide ongoing feedback along the way, not just at our 6 monthly reviews.

What are some notable awards your firm has recently received?

- Recognised as a leading Corporate Law Firm in the Doyle's Guide 2022.
- Ranked number 1 Australia-wide for capital market listings (ASX) by Refinitiv

What significant work has your firm recently undertaken?

- Acted on over 50 IPOs in Australia in 2022
- Acted on the private equity investment into one of WA's largest health and fitness chains
- Acted for Minotaur Resources Limited on the takeover, spin-out and IPO of Demetallica Limited
- Acted for Demetallica Limited on the takeover defence to the unsolicited takeover from AIC Mines Limited

What kind of pro bono work does the firm engage in?

At Steinpag we have a charitable foundation which enables our staff to engage in pro bono and volunteer work throughout the year.

Clerkships

During which periods do you offer clerkships?

We offer two-week clerkships during the summer and winter University break.

- Summer 1 - Late November to Early December
- Summer 2 - Late January to Early February
- Winter 1 - Mid June to Early July
- Winter 2 - Mid July to Late July

How many clerkship positions are available for 2023?

16-20 positions

What tasks do clerks usually undertake?

We provide hands-on experience for our vacation clerks ensuring they work on active matters and experience the day-to-day workings and what life as a young lawyer in the Firm is all about. You will receive exposure to various types of transactions in the corporate and commercial area of law.

How can a clerk stand out or make a good impression?

Demonstrating an interest in corporate law.

What are some things students should avoid doing in their clerkship applications?

Avoid submitting your application with errors, both grammatical and typos in their cover letter and CV.

Do you offer clerkships to non-penultimate year students?

Yes, we are happy offer clerkships to non-penultimate year students.

Graduate Jobs

What does your firm look for in a graduate?

Genuine interest in corporate law, asking questions to clarify or gain a deeper understanding, strong attention to detail, ability to juggle competing priorities and meet deadline and ability to communicate well both verbally and in written form.

How can students apply for a graduate position?

For those who have completed a clerkship, Steinpag will send out an expression of interest ahead of offers day. We request that an update CV and academic transcript is provided at that time.

If we go to open market, we will advertise on SEEK and the information will be live on our careers page.

How many positions are available in 2023?

4-5.

Does your firm offer any international opportunities for graduates or junior lawyers?

No, we do not have any international offices, however, we offer opportunities in our Melbourne office.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Genuine interest in corporate, ability to demonstrate balancing studies with working part time and/or outside interests. Given one of our values is teamwork, we look for candidates who have worked as part of a team.

How can students best prepare for an interview with your firm?

Research the type of work we do at Steinpag, speak to students who have clerked with our Firm or even better, speak to our Lawyers.

Student Jobs

Does your firm offer any casual or part-time employment?

Yes, we offer casual law clerk position following vacation clerkship periods.

We discuss during the clerkship and seek expression of interests from vacation clerks.

People & Culture Manager
careers@steinpag.com.au



STEINPREIS PAGANIN
Lawyers & Consultants



2023/24 Vacation Clerkships

Applications Open

26 June 2023

Applications Close

30 July 2023



ONGOING LEARNING

Australian
Corporate Market
Leaders



OPPORTUNITY TO GIVE
BACK

Gain access to
real work from
the start



WORK DIRECTLY WITH
PARTNERS

No set billable
targets



ANNUAL WELLNESS
PROGRAM

Innovative
Approach
Constructive
Outcomes



ASSIGNED MENTOR TO
SUPPORT YOUR CAREER
GOALS

Friendly and social
working
environment



CAREER DEVELOPMENT

45+ Corporate
Lawyers and
Graduates

What our Graduates say...

"Graduates at Steinpag are given the opportunity to excel within a supportive, vibrant, and commercially driven team."

Steinpag supports Graduates in developing their legal skills and commercial awareness. You will gain early exposure to various corporate transactions and client-focused outcomes within a team of like-minded, motivated, and friendly individuals."

S Mack

"Being a Graduate at Steinpag will provide you with unrivalled and highly rewarding opportunities."

You will be given firsthand experience in attending client meetings, drafting legal documents, and assisting in advising clients on complex Equity Capital Markets, M&A, corporate and commercial matters alongside talented lawyers and market-leading partners."

As a Graduate, you will have unique and direct challenges which will fast track your development of legal skills and knowledge. Steinpag has fostered a team-focused and collaborative environment which assists in your growth transition from Graduate to lawyer."

A Norris

For more information please scan:



Growth



Reliability



Excellence



Accountability



Teamwork

CONTACT US:



careers@steinpag.com.au



www.steinpag.com.au



+61 8 9321 4000

THOMSON GEER

Level 27, Exchange Tower
2 The Esplanade

Kirsty Dunn
kdunn@tglaw.com

About the Firm

Firm practice groups:

- Banking & Finance
- Construction & Projects
- Corporate & M&A
- Employment & Safety
- Environment & Planning
- Intellectual Property
- Litigation & Dispute Resolution
- Property
- Restructuring & Insolvency
- Tax
- Technology & Telecommunications

What are your core values?

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 and transparently supporting each other to be the best lawyers and people we can be.

How would you describe your firm's culture?

We create an environment that is flexible, friendly, personable, collegiate, and professionally stimulating.

We work hard to enhance this culture through transparent, authentic communication, and by ensuring we are respectful and accountable to each other every day to provide an environment where our staff can grow personally and professionally.

How does your firm distinguish itself from other law firms?

Thomson Geer provides an excellent opportunity for junior lawyers, being large enough to attract excellent quality work while maintaining small teams that enable junior lawyers to get exposed to all aspects of the matters they work on.

Our small teams also mean that junior lawyers have excellent opportunities to work directly with, and learn from, our Partners and other senior practitioners and get to take a hands-on role in the matters they work on.

What are some notable awards your firm has recently received?

- **'Mid-Market M&A Adviser of the Year'** in Australia at the 2021 Mergermarket Awards
- Recognised nationally by Best Lawyers in Australia as **'Law Firm of the Year'** for **Real Estate Law** in 2022

- Recognised in **Chambers Asia Pacific 2023** in Corporate/M&A, Construction, Real Estate, Restructuring & Insolvency, TMT: IT & Telecommunications, TMT: Media.
- Recognised in **Legal 500 Asia Pacific 2023** in Intellectual Property, Media and Entertainment, Infrastructure Projects and Construction, IT and Telecoms, Real Estate, Banking and Finance, Corporate and M&A, Dispute Resolution, Restructuring and Insolvency.

What significant work has your firm recently undertaken?

- Advising gold company Genesis Minerals Ltd (ASX:GMD) on its merger with mining neighbour St Barbara Ltd (ASX:SBM) to form a leading Australian gold company to be called Hoover House. We also assisted Genesis with its concurrent \$275 million conditional capital raising.
- Advising Perth-based ASX-listed mining and infrastructure services company MACA Ltd on an approx. \$350 million takeover bid announced by Thiess.

- Advised Toubani Resources Inc on its successful initial public offering and dual listing on the ASX under the ticker code TRE. The strongly supported IPO raised \$6 million via the issue of 30,000,000 shares in the form of CHESSE depositary interests.
- Acted for remote power generation business Pacific Energy in its acquisition of green hydrogen production and refuelling facility company ENGV.
- Acting for Mineral Resources Limited to secure development approval from the Regional Joint Development Assessment Panel (RJDAP) for the development of a high-quality transient workers accommodation resort in Western Australia, with an estimated construction cost of up to \$100 million.
- Advising Dato Holdings Pty Ltd in relation to the \$105 million redevelopment of the Kardinya Park Shopping Centre, situated at the intersection of South Street and North Lake Road, Kardinya.

What kind of pro bono work does the firm engage in?

We understand the importance of giving back to our community. For us that means helping ensure those who need it have access to legal representation and advice. We also seek opportunities to

support worthwhile causes. An initiative we are committed to is providing pro bono legal advice to marginalised and disadvantaged groups across the States in which we operate.

Thomson Geer has signed up to the Australian Pro Bono Centre's aspirational target of 35 hours of pro bono legal work per practitioner per year (in fact, our lawyers can spend up to 50 hours per year on approved pro bono matters and receive financial credit for this time). We are constantly looking for ways that we can connect our lawyers with pro bono opportunities that will utilise their skills to make a meaningful contribution to our local communities.

We provide pro bono support across all areas of law. Some of our pro bono clients include Arthritis Australia, Choice Passion Life, St Vincent's Hospital, Mercy Health Foundation, HIV/AIDS Legal Centre, Justice Connect, Maluk Timor, MND Queensland, and Together for Humanity Foundation.

Clerkships

During which periods do you offer clerkships?

We offer one two summer clerkships each year. One in the November/December period and one in the January/February period.

How many clerkship positions are available for 2023? Approximately 10.

What tasks do clerks usually undertake?

Clerks undertake a range of tasks depending on the practice area they work with. Common tasks include:

- attending client meetings;
- observing court proceedings;
- conducting legal research;
- drafting correspondence and court documents;
- due diligence and disclosure.

How can a clerk stand out or make a good impression?

Clerks at Thomson Geer are provided with meaningful work for real client's right from the start of their clerkship. The best way for clerks to stand out is to:

- show a real interest in the work and our clients;
- commit to producing high quality work; and
- demonstrate excellent communication skills.

All of our clerks are viewed as potential graduates, and all of our graduates as potential leaders. We therefore look for the same qualities in our clerks and graduates that our lawyers need to possess.

Our lawyers are genuinely interested in our clients and their businesses. They need a critical and curious mind and are passionate about developing solutions in their commercial context. Our lawyers work collaboratively in diverse teams with both senior and junior practitioners across legal disciplines and jurisdictions.

What are some things students should avoid doing in their clerkship applications?

We recommend that students proofread their applications to avoid simple errors such as spelling the firm name wrong!

Students should also avoid copying and pasting cover letters for other applications.

Do you offer clerkships to non-penultimate year students?

No, we do not but we often have paralegal opportunities available through our website.

Graduate Jobs

What does your firm look for in a graduate?

Our graduates are curious, hungry to learn and committed to constant innovation and improvement. When we receive an 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 people 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 people, 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.

How can students apply for a graduate position?

We primarily hire graduates from our summer clerks. When we look to hire graduates outside of that process, applications can be made through our website.

How many positions are available in 2023?

Approximately 4.

Does your firm offer any international opportunities for graduates or junior lawyers?

We are a proudly national firm and while we often get engaged on matters with international elements, we do not offer international secondments or rotations.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

We like to see some of a student's personality along with thoughtful responses that demonstrate their passion for commercial law, their understanding of the commercial environments and their dedication to self-improvement.

How can students best prepare for an interview with your firm?

Our first interview is a video interview and students are provided 48 hours to consider the questions and record their responses. This gives students time to plan and record their answers at the time that best suits them.

Student Jobs

Does your firm offer any casual or part-time employment?

Yes

These roles are advertised on our website when they are available.



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 139 partners across Sydney, Melbourne, Brisbane, Perth, Adelaide and Canberra, we're one of Australia's 10 largest law firms and its 5th largest independent one.

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

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

Are you ready for us?

We're looking for hard-working and motivated law students who have excelled academically, are customer focused, commercially minded, work well in a team environment and are ready to commence their career with a major law firm.

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

How to apply

Applications for our 2023/2024 Perth Summer Clerkships open on 27 June 2023 through our website.

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

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Lawyers

About the Firm

Firm practice groups:

Administrative & Health Law, Building, Construction & Engineering Law, Corporate Advice, Employment & Workplace Relations Law, General Commercial Law, Insolvency Law, Insurance Law, Intellectual Property & Technology Law, Litigation & Alternative Dispute Resolution, Media and Defamation Law, Mining and Resources Law, Property, Conveyancing & Leasing.

What are your core values?

Tottle Partners values expertise, service and value.

Expertise: Our clients benefit from the extensive capability, experience and consistency of our talented lawyers, who are specialists in the areas in which they practise.

Service: We pride ourselves on providing a personalised, direct service. We are well resourced and committed to understanding our clients and their interests and forging strong relationships with them over years of working with them.

Value: We are focused on results, not process driven. We have a strong pragmatic and 'value for money' approach. We understand our clients' need for certainty regarding costs.

How would you describe

your firm's culture?

The Tottle Partners culture is founded on all of our staff supporting and respecting each other and knowing that they are valued for their contribution. We are proud of our down to earth culture, where we work hard but know there is more to life than the daily grind.

How does your firm distinguish itself from other law firms?

Our lawyers do not have to wait years to do challenging and interesting work; they work directly with our clients and senior lawyers from day one. We operate an 'open door' policy and do not work in a rigid hierarchy or team structure, which provides our lawyers with the opportunity to work with many of their colleagues in the firm and gain experience in a range of practice areas. With many of our partners having left large national firms to join Tottle Partners, we know the importance of flexible work practices and enabling our staff to achieve a positive work/life balance.

What are some notable awards your firm has recently received?

The firm and its lawyers have repeatedly been recognised locally, nationally, and internationally in reputable peer and client guides as leaders in the areas in which we practice.

What significant work has your firm recently undertaken?

- Resolving arbitration proceedings in New Zealand relating to a Government prison expansion program
- Acting for a leading University to establish and successfully complete its major building program

What kind of pro bono work does the firm engage in?

We act pro bono for a range of not-for-profit and community organisations. We are a signatory to the National Pro Bono Target and are committed to achieving the goals set out in the Western Australian Pro Bono Services Model and to supporting the statement of principles incorporated into the Target.

Clerkships

During which periods do you offer clerkships?

Our clerkship program is open to students in their penultimate year of study, running for a period of 2 weeks throughout the summer and winter university holidays.

How many clerkship positions are available for 2023? 8.

What tasks do clerks usually undertake?

Our program provides clerks with the opportunity to gain experience in multiple areas of commercial practice and have direct access to partners. They are not limited to working within only one practice group. Applicants can read about one of our recent clerk's experiences at www.tottle.com/careers, which is indicative of the tasks our clerks usually undertake.

How can a clerk stand out or make a good impression?

Students who apply and correctly follow the instructions on how to apply, will be looked at favourably. This shows attention to detail from the first interaction with us.

What are some things students should avoid doing in their clerkship applications?

A well written and succinct cover letter is always well-regarded and avoid trying to put too much information in your cover letter, as this can be overwhelming. It should be one page maximum and include all of the items noted in the application process.

Do you offer clerkships to non-penultimate year students?

No.

Graduate Jobs

What does your firm look for in a graduate?

We look for our graduates to be enthusiastic, proactive and to embrace Tottle Partners' core values and culture.

How can students apply for a graduate position?

Our application process is straightforward which provides some insight into the type of firm we are. Those details are available on our website www.tottle.com/careers.

How many positions are available in 2023?

1.

Does your firm offer any international opportunities for graduates or junior lawyers?

No.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

We like to see someone who is well prepared, interested in the firm and our values and culture, and is enthusiastic about an opportunity to join the firm as a clerk or graduate.

How can students best prepare for an interview with your firm?

Students can research and gain an understanding of the firm, our lawyers and the areas of practice in which we specialise.

Student Jobs

Does your firm offer any casual or part-time employment?

Yes. Details are available on our website: www.tottle.com/careers.

At Tottle Partners
we want you to have
life experience...
so we make sure
you have a life.



Tottle Partners is an independent boutique law firm. We specialise in litigation, alternative dispute resolution, insurance law, health law, corporate law and commercial matters. www.tottle.com



About the Firm

Firm practice groups:

Commercial litigation

Commercial & Corporate

What are your core values?

The firm's three sets of values, which reflect how we practise law and the outcomes we seek in the development of our lawyers, are: 'Pragmatic + Precise', 'Experience + Expertise', and 'Critical Thinking + Client Focus'.

How would you describe your firm's culture?

Genuine open door. No nonsense. Genuine flexibility and allowing our lawyers independence in how they want to develop their careers.

What are some notable awards your firm has recently received?

Historically, our firm does not apply/enter competitions for awards.

What significant work has your firm recently undertaken?

The firm acts on significant transactions nationally and internationally for listed and private companies, family group enterprises, and high-net-worth individuals. As a general rule, we do not advertise our client base or the transactions our clients do, and our clients prefer

that discretion.

What kind of pro bono work does the firm engage in?

Lawyers within the firm are free to perform pro bono work of their choosing, both from a transactional and litigation perspective. Therefore, pro bono work within the firm is quite varied as individual solicitors choose to assist causes that personally interest them. The firm does not seek to control or mandate pro bono.

Clerkships

During which periods do you offer clerkships?

Summer and winter, for periods of 2 weeks depending on clerk availability.

How many positions are available for 2023?

For summer 2023/2024, 15 to 20 clerkship positions will be available. In winter 2024, around 6 clerkship positions will be available. It is recommended students apply for summer clerkship vacancies.

What tasks do clerks usually undertake?

Predominantly research tasks across a broad range of subject matters (trust, equity, contract, corporations law and listing rules, property, mining law), applicable to both litigation and transaction work.

How can a clerk stand out or make a good impression?

By the quality of their work first and foremost, and by being engaged and showing initiative.

Do you offer clerkships to non-penultimate year students?

Penultimate-year students are preferred but this is not exclusive. First-year students are unlikely to have any of the basic framework knowledge needed to undertake tasks; thus would be discouraged from applying.

Graduate Jobs

What does your firm look for in a graduate?

As a starting point, the same things we look for in a vacation clerk.

How can students apply for a graduate position?

By email application following the guidelines on the firm's website.

How many positions are available in 2023?

Two potential positions are available each year. The firm seeks to retain its graduates. It does not "cull" after the first year.

Does your firm offer any international opportunities for graduates or junior lawyers?

The firm is a member of Meritas, a Tier 1 Chambers and Partners global alliance of independent, market-leading firms. There is the possibility of secondment of junior lawyers, to member firms nationally or overseas.

Student Jobs

Does your firm offer any casual or part-time employment?

Ongoing casual clerking work is usually offered to a small selection of vacation clerks, and other opportunities may be advertised from time to time.

How can students find these opportunities and apply?

The firm will advertise on university job boards for roles that are not offered to vacation clerks.

INTERESTING + CHALLENGING

Our litigation and dispute resolution team is one of the larger dedicated commercial litigation teams in Western Australia. Our lawyers deal with a wide range of disputes across various sectors, for local national and international clients. We look for gifted graduates that are not only smart but can develop into competent advocates.

Our commercial law team has dedicated industry experience working on large and varied commercial transactions across Australia. Our ASX listed and high net worth clients require discretion but offer complex and interesting transactional work in return. We look for technically astute and commercially savvy graduates who aspire to progress quickly in their careers and become trusted advisors with industry expertise.

+++

SUPPORT + MENTORING

Working at Williams + Hughes gives you an outstanding opportunity to forge your own career in law. Direct access to multiple Principals and senior lawyers ensures you are exposed to a variety of work, have the opportunity to see and learn from a selection of different styles, and be mentored by a group of people with expertise in different areas. We encourage our lawyers to take on responsibility and to work closely with clients.

+++

LOCAL OPPORTUNITY + GLOBAL REACH

Williams + Hughes retains its identity as an independent Western Australian firm whilst being a member of Meritas, the world's largest global alliance of independent business law firms. Meritas is recognised as a Tier 1 elite global legal alliance and is rated in the top 10 law firm networks in the world (*Chambers and Partners 2021*).

Our membership with Meritas opens doors to interstate and international secondment opportunities for our lawyers.

WHLAW.COM.AU



About the Firm

Firm practice groups:

- Commercial Litigation
- Financial Lines
- General Liability
- Property, Energy + Infrastructure

Industry Sectors:

- Construction + Infrastructure
- Energy, Mining + Power
- Financial Institutions + Services
- Healthcare + Lifescience
- Industrial + Commercial Property
- Manufacturing + Consumer Goods
- Professional + Business Services
- Public Sector + Education
- Retail + Labour Hire
- Small Medium Enterprises (SMEs)
- Sports, Leisure + Entertainment
- Technology + Cyber
- Transport + Marine

What are your core values?

Every day, each of us makes choices about how we act and what we say. Our values serve as a consistent reminder of the high standards we expect of everyone at Wotton + Kearney. We value behaviours that build relationships, excellence, and a diverse, equitable and inclusive culture.

At the core of our business is our purpose *To Thrive*.

Have each other's back.

There is no "I" in Team and we work as a peloton. We admire hard work and loyalty. When the chips are down, we dig in for one another and get it done.

Be real. We are authentic and live by "no d-heads". We show empathy but call a spade a spade. We understand that the behaviour you walk past is the behaviour you accept. We are not concerned by background or bloodline! We are driven, aspirational and never complacent. We treat ALL people equally and with respect. We are a meritocracy. We have fun where we can and celebrate success.

Focus on the main game.

Wotton + Kearney started 20 years ago with a focus on insurance as the Main Game. Now "Main Game" applies to all that we do: excellence in insurance & risk; excellence in building meaningful and lasting relationships internally and externally; a passionate commitment to giving back to those less fortunate than us.

How would you describe your firm's culture?

At Wotton + Kearney, we have a People First culture with our purpose and values at the core.

Our purpose is To Thrive! This means we're focused on creating a place of work where our

people thrive. Everything else flows from that:

- The best law firm to pursue a rewarding, satisfying career;
- The best business partner for our insurer and corporate clients we can possibly be; and
- We recognise the importance of giving back to communities and individuals in need.

We're a high-performance business that seeks to leverage each individual's strengths for the benefits of the team and our clients. It's one of the reasons why we're recognised as a market leader in insurance and risk litigation. We have captured some powerful, diverse and unexpected stories that show how we "Think inclusion" at W+K: wottonkearney.com.au/wk-diversity-inclusion-success-stories

How does your firm distinguish itself from other law firms?

W+K is honoured to be the legal firm of choice for many leading insurers, brokers and industry participants in Australia and across the globe. If you join us, you will be part of an industry-leading team that solves complex legal problems, excels at client service, works on the most interesting and market defining claims, and is constantly challenging itself to

learn and innovate. You will see great opportunities to boost your personal brand and professional network through your exposure to market recognised local and global lawyers, insurance professionals and other industry experts.

We work with the world's largest insurers and re-insurers in the Australasia insurance markets, and many of Australia and New Zealand's largest blue-chip corporates managing large under deductible insurance programs or self-insuring their business risks. But we don't just act for market giants. Many of our clients are Lloyd's syndicates writing insurance business in our region either directly or through cover holders. We also assist local underwriting agencies, insurance brokers, TPAs and other insurance market participants.

Our work often involves helping our clients' insureds when they're facing situations that are angst ridden. Outcomes are uncertain, reputations, business viability and people's wellbeing can be at stake. We do everything possible to achieve the best possible outcome, minimise uncertainty and angst for everyone involved and keep insured's relationships with their insurers intact – that's what we mean by keeping it real.

Our emphasis on building relationships that endure is at the core of our business model. Mutual respect, shared goals,

investing in the future and helping make our communities better and fairer binds us together. Forging trusted relationships with insurers, their insureds, industry bodies and regulators is embedded in our DNA. It's non-negotiable.

What kind of pro bono work does the firm engage in?

Wotton + Kearney's pro bono practice is central to its commitment to access to justice and to reducing inequality. W+K has invested in a dedicated pro bono team, including a pro bono partner, special counsel, consultant and community coordinator. The pro bono team is supported by pro bono champions in each Australian office, the broader firm and the resources of our Legalign Global alliance.

Refugee rights is the focus of more than a third of our pro bono program and includes legal representation, advocacy, policy work and law reform through our partnerships with organisations including the Refugee Advice and Casework Service, the Human Rights Law Centre, Refugee Legal and Refugee Council of Australia.

Seniors rights and elder abuse is an increasingly visible area of unmet legal need and an area we are investing in through our partnerships with the Seniors Rights Service NSW and Justice Connect. Human rights and the rule of law is a growing focus of our work, engaging in advocacy through our pro bono partnerships.

Pathways Program

We don't do standard clerkships. Aspirational lawyers don't want to spend their summer printing off reams of documents!

Our unique Pathways Program for final year law students is the best way to build your legal skills and commercial acumen. It's your opportunity to sink your teeth into large-scale litigation, be mentored by some of the best minds in the business and kickstart your career with a firm that is all about relationships, excellence, and diversity.

You'll join W+K as a paralegal, working part-time during your last semester or final year of your law degree. You'll support a champion team of lawyers who are tasked with ensuring you develop the necessary skills to put you at the front of the queue for a graduate position.

Wotton + Kearney supports all Graduates who are completing their Practical Legal Training. They are provided with paid study leave throughout the year, educational fee assistance and individualised support provided from their seniors, buddies, and peers.

To be successful you must be in the final year of your undergraduate law degree, and either a citizen or permanent resident of Australia with full working rights.

Interviews

What does your firm like to see in an interview? How can students best prepare for an interview with your firm?

If you're asked the question Why Wotton + Kearney, and your answer goes beyond the generic, it could be the thing that secures you an offer!

Make sure that you are familiar with your CV and cover letter, including the experiences and skills that you highlighted in your application. Be prepared to discuss your accomplishments and how they relate to the position you are interviewing for. Show enthusiasm for the opportunity to interview with us and confidence in your abilities. Be sure to ask thoughtful questions and express interest in our work.

Overall, preparation and a positive attitude can go a long way in making a good impression during a law firm interview.

Student Jobs

Does your firm offer any casual or part-time employment?

Yes.

Please apply with your CV, academic transcript, and a detailed cover letter. To stand out from the pack, your cover letter needs to tell us why you want to be part of the team that 'gets the call'.

Contact: pathways@wottonkearney.com.au or visit www.wottonkearney.com.au for more information.



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A founding member of **LEGALIGN**
GLOBAL



The top-tier litigation career you're chasing is in insurance.

Surprise!

Drop by to see the W+K team at the 2023 Perth Law Careers Fair and find out more about your pathway to a career at Australasia's largest insurance law and disputes firm.

Perth Law Careers Fair

Friday, 14 April 2023 (11am – 2pm)
Perth Convention and Exhibition Centre

www.wottonkearney.com.au/join-us



04

The Courts Directory

When applying for Associateships (or similar), most people think of the Supreme Court of Western Australia (SCWA). Indeed, the SCWA is where the majority of students that go on to do Associateships end up at.

But every Court in the Australian Court system requires Associates. This includes the Magistrates Court, Family Court, District Court, the two divisions of the SCWA, the Federal Court and the High Court

INTRODUCTION TO THE COURTS

Jihoo Lee (Class of 2023)

Associate to The Hon. Justice Murphy

Introduction

There are many ways of working at various courts in the State and Federal systems. The former includes the Magistrates Court, District Court, Family Court and Supreme Court of Western Australia. The latter includes the Federal Court, the Federal Circuit and Family Court and the High Court of Australia.

We hope that the series of articles in this section will give you an insight into what it is like to work at each of these different courts.

Day in the life of an Associate

You will notice from the articles in this section that the specific day-to-day aspects of working as an Associate differ from Court to Court, and indeed from judge to judge.

However, you can expect to do the following categories of work:

- Legal research and judgment proofing. The legal research aspect can be similar to that in private practice – your judge is like the partner that asks you to write a research memorandum on an area of law or an upcoming matter. Judgment proofing is another big aspect of the job. It involves much more than a simple grammar and spelling check. Your judge may ask for your opinion on how well they have set out the background, the facts, the relevant principles and how they have been applied to the matter.
- Administrative duties. These could include maintaining and preparing electronic/hard

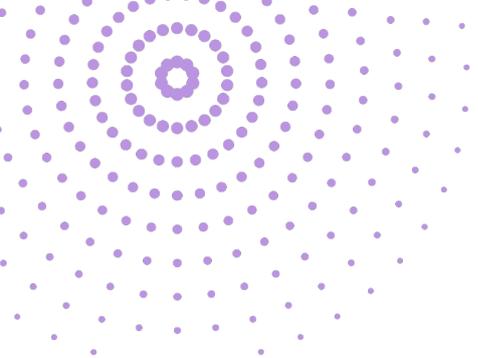
copy files for hearings, setting up Court, maintaining order in Court, swearing in witnesses and any other logistical duties – such as organising telephone/video links, interpreters and liaising with parties.

- Any ad-hoc duties your judge has for you. This could include assisting with the judge's personal admin, paperwork, filing, .

The benefits of being at the Court

You will notice two main themes from the articles in this section. The first main benefit is the close relationship you build with your judge. It is very rare for a junior student / fresh graduate to have a close 1 on 1 relationship with someone at the pinnacle of their career - and that goes for most, if not all careers in the professional services sector. You learn a lot about the law and how it is applied. Furthermore, if your judge is a specialist in a particular area of law, and that area aligns with your own personal interests - you will leave the Court having been immersed in an intellectually fulfilling expedition in that area.

The second benefit is the exposure to litigation and advocacy. You quickly realise what it is, and what it isn't. If you're remotely interested in litigation and advocacy, being at the Court is a great way to be exposed to both written and oral advocacy. You can never rule something out until you've tried it. Being at the Court gives you many transferable skills. Critically engaging with submissions, the law, and draft judgments allows you to further develop your analytical skills and attention to detail. And these skills are transferable no matter whether you end up



as a front-end projects or M&A lawyer or a courtroom advocate.

Different courts

So how do you choose which to apply to? One approach is to think about which areas of the law you are interested in and go from there. For example, you might notice from the articles in this section:

- The District Court does the heavy lifting in WA when it comes to personal injury matters and criminal cases (with the exception of some serious matters that are dealt with by the General Division of the Supreme Court);
- The Family Court provides a fair and objective means for resolving family law matters. It has many functions, such as administering divorces and enforcing consent orders, adjudicating property settlements and determining what parenting arrangements are in the best interests of the children.
- The General Division of the Supreme Court primarily deals with trials (and single judge appeals), whereas the Court of Appeal deals with sentence and conviction appeals (in the criminal jurisdiction), civil appeals from the General Division and the Supreme Court, and finally appeals from decisions of the Full Bench of the WA Industrial Relations Commission; and
- The Federal Court of Australia is a superior court of Australia that decides disputes and exercises judicial power of the Commonwealth under the Constitution. The objectives of the Court are to decide disputes according to law promptly, effectively and courteously.

Note that at the Supreme Court, Associates in the General Division and Court of Appeal can have very different experiences. Further, some judicial officers do predominantly criminal work. Others do predominantly civil work. Some do both. Some may sit in both the General Division and the Court of Appeal. It is helpful to know the specialities of the various judicial officers so that you can tailor your application to each judicial officer.

It is pretty rare for students to go directly from studying to become an Associate at the High Court. Usually, many High Court Justices recruit several years in advance, and it may be advantageous to have worked as an Associate at a lower Court and/or have experience in practice.

SUPREME COURT OF WA

General Division

Zac Bosnakis

Why did you apply to be a Judge's Associate?

I applied to be an associate for a number of reasons. I will highlight three.

First, the nature of the work of the Supreme Court is inherently interesting. Having worked for a judge who specialises in criminal matters, I found dealing with homicides, high-risk serious offender matters and bail applications, both thrilling and exciting.

Secondly, I have a strong interest in litigation and advocacy. As an associate, you have a front-row seat to talented (and sometimes not so talented) counsel, with varying advocacy styles. Given my aspirations to go to the Bar, I thought the role would position me perfectly. Further, having the opportunity to discuss different advocacy styles and legal issues with Justice Fiannaca has been one of the most rewarding aspects of my role.

Finally, the associateship is a unique role where you work one-on-one with a brilliant legal mind. Being mentored and learning from someone with such noteworthy legal background appealed to me. I still keep in touch with Justice Fiannaca even after completing my associateship.

What does your work involve?

The work of an associate varies between chambers, but some common work among chambers includes conducting legal research, corresponding with counsel and proofreading. However, some judges may ask their associates to draft parts of decisions, including sentencing

remarks and judgments. Judges will tinker with your drafting to ensure it is to their liking, but it can be a rewarding experience to see something you have contributed being published in a decision.

When sitting in court, associates are responsible for a variety of things including swearing in witnesses, compiling exhibits, arraigning accused persons, balloting jurors and taking the verdict from the foreperson. There may be times when the associate does not need to be as active, so we may use this time to catch up on outstanding work.

It is important to know that, as an associate, you are personal staff. What this means is that throughout your associateship you may be tasked with running errands for your judge. Of course, this will only take up a little bit of your time, so you can focus on your legal work.

How and when can students apply for a position?

Usually, the Court will advertise associateships in the first half of the year. However, positions may be advertised throughout the year when appropriate. To keep up-to-date with advertised positions, follow Blackstone Opportunities and the Piddington Society on social media.

Who can apply for a position/ are there any requirements?

Outside of those attributes that are noted in the advertisement released by the Court, the ability to think on your feet and remain poised are essential for the role. Things can go wrong at the most

inconvenient times, most of which are not the fault of associates, so if you can show the judge that you can act measured in stressful environments, it will put you in good stead.

What does the application process involve?

The application process requires the candidate to submit a cover letter, resumé and academic transcript. If the judge likes the application, the applicant will be contacted by the judge's associate to arrange a suitable time for an interview. You will then be interviewed by the judge, however, the judge's current associates may be present during the interview and may ask questions. If you are successful at this stage, the associate will contact you via phone and email with your offer. The judge may also contact you to congratulate you on accepting the associateship.

Do you have any tips for potential candidates?

- Proofread your application. This may sound like menial advice that you have heard before, but far too many times have I seen applications with careless errors. Even the smallest error may get the reader offside.
- Get to the point. A concise writing style will not only allow the reader to understand the strengths outlined in your application, but it will also show that you can write in a direct manner when corresponding with counsel or drafting memos.
- Convey your knowledge of the role. This is best illustrated with an example. If you are applying for a judge who specialises in criminal matters, do not only write about your civil matter

experience. Similarly, do not only write about your trial experience if you are applying for a judge in the Court of Appeal. Try to use language that is transferable, such as conveying your ability to effectively research complex areas of law and articulate such in a memo.

- Be prepared to be a sponge. Given the nature of the role, you may receive feedback on your performance throughout the year, and perhaps unsurprisingly, judges know what they are talking about. Use the role to seek feedback consistently to enhance your legal understanding by being receptive to feedback. If you are a person who does not take feedback well, this is not the role for you.
- Judges are people too! Ensure you include your hobbies and interests in your application, as they may become talking points during your interview(s) (and who does not like to talk about the things they love).

SUPREME COURT OF WA

Court of Appeal

Jihoo Lee & Yasmin Kirkham

What does your work involve?

The Supreme Court of Western Australia is constituted by two divisions: the General Division and the Court of Appeal. The Court of Appeal hears civil and criminal appeals (against sentence or conviction) from the District Court and the General Division of the Supreme Court. Occasionally, Judges of the Court of Appeal will also sit as the Industrial Appeal Court, hearing appeals from decisions of the Full Bench of the Western Australian Industrial Relations Commission.

As at the time of writing this article, the Court of Appeal is comprised of the following judges:

- President Buss (civil and criminal);
- Justice Murphy (predominantly civil);
- Justice Mazza (predominantly criminal);
- Justice Mitchell (civil and criminal);
- Justice Beech (civil and criminal);
- Justice Pritchard (currently the President of the State Administrative Tribunal);
- Justice Vaughan (civil and criminal); and
- Justice Hall (predominantly criminal).

Chief Justice Quinlan sits on Court of Appeal matters from time to time, as do Judges of the General Division, and interstate Judges who are appointed as Acting Justices of Appeal.

Associates are personal staff to their judges. An associate's work can be categorised threefold.

Substantive legal work

An associate will proof draft judgments, conduct legal research and write pre-hearing memorandums. Proofing at the Court can be very different to proofing in private practice. In addition to checking for spelling, grammar, formatting, style and coherency, you are also required to verify every factual and legal proposition in the document. Proofing can therefore be a very intellectually stimulating

exercise in thinking about the development of the law, and the application of it to the facts.

From time to time your Judge may also ask you to conduct legal research on discrete topics.

As regards pre-hearing memorandums, these are a summary of the facts of the appeal matter, the issues below, the issues on appeal, and the parties' various positions. Your Judge may also ask you for your preliminary views on the matter. You may find that your preparatory work makes its way into the final judgment, which is quite satisfactory.

In Court work

An associate robes and sits in Court, or alternatively, acts as the orderly, knocking the Judges into Court and adjourning Court. This is a very good opportunity to see the best advocates in action.

Administrative work

Finally, you are responsible for all of the administrative work, such as filing, paperwork, liaising with the Court of Appeal Registry Office, other associates and parties. It is essentially like planning for an event (the appeal hearing) and making sure all of the ducks are in line.

Why did you apply to be an associate?

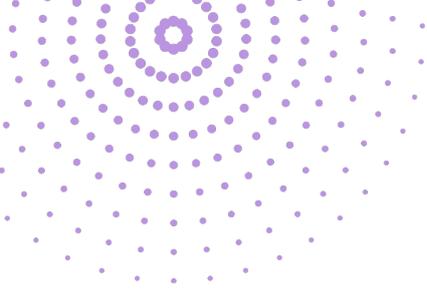
Substantive legal skills

In addition to the legal skills discussed above, civil and criminal appeals each have their benefits.

Exposure to civil appeals

Civil appeals at the Court of Appeal involve complex, sometimes unsettled areas of law. In my year at the Court, I have worked on matters touching on the following areas: formation, construction and breach of contract; implied contractual terms (including the contentious implied duty to act reasonably and in good faith); statutory misleading and deceptive conduct and





unconscionable conduct; equity; trusts; practice and procedure; construction of various provisions of the Corporations Act 2001 (Cth), Mining Act 1978 (WA) and Mining Regulations 1981 (WA); arbitration matters; insolvency and voidable transactions; and more.

Basically, if you are enthusiastic about the private law, you will find civil appeals very interesting and intellectually satisfying to work on.

Exposure to criminal appeals

There are two types of criminal appeals at the Court of Appeal: an appeal against conviction and an appeal against sentence. In a conviction appeal, the appellant might appeal on the basis that the trial judge incorrectly decided on a question of law or fact or gave inadequate directions to the jury. In a sentence appeal, an appellant may argue that their sentence breaches the ‘totality principle’, which states that (1) a sentence must be proportionate to the overall criminality of the offending and (2) a sentence should not be crushing.

The appellant in a criminal appeal is typically the defendant from the lower court matter, who is now in custody. However, sometimes the State will appeal, for example arguing that the sentence was manifestly inadequate.

Criminal appeals are exciting, stimulating and offer a unique insight into WA’s criminal justice system.

Mentoring and relationship building

Judges are at the height of their career. Many of them previously were silks, senior barristers, and law firm partners.

If you were to begin as a junior paralegal or graduate in private practice, you might be reporting to a lawyer slightly more senior than you, who reports to a more senior lawyer (eg a senior associate), who reports to the manager (eg a partner). When you are an associate at the Court, you skip all of that, and work directly with

your Judge.

In addition to being exposed to a brilliant legal mind, you are also exposed to the networks your Judge has cultivated throughout their career. They, like your Judge, can provide valuable advice for your personal and professional future.

How and when can students apply?

Applications for the following year typically open in late February. Advertisements are posted on the Supreme Court website and distributed by the university law schools. Candidates provide a cover letter, resume and academic transcript.

Some positions also become available throughout the year, such as my position (which was advertised in May). I was lucky to secure one of the part-time roles at the Court of Appeal, which works great alongside my studies.

Who can apply for a position?

To apply for an associateship, you will need to have graduated, or almost have completed your law degree.

What is the application process?

Candidates submit their applications, complete an interview at the Court and then receive an offer from the Judges if successful.

Do you have any tips?

Be yourself throughout the application process. While Judges may seem intimidating, they genuinely want to know who you are and whether you will be a good fit to work alongside them.

Don’t sell yourself short! You have worked hard to get to where you are so don’t hold back in highlighting your achievements.

Include hobbies outside of law in your application. While it is a competitive application process, it is your personality and your interests that will make you stand out.

Personalise at least one sentence in your application to the specific Judge and detail why you are interested in the work that they do. Do some research and find out who works on civil matters and who works on criminal matters.

If you can, pop down to Court and watch a few different proceedings. Not only will it give you further insight into the role, but it will also give you something to talk about in your cover letter and interview!

Reach out to previous associates and see what

their experiences have been (they are all extremely friendly).

If you are unsuccessful, don't lose hope and keep an eye out as some positions become available later in the year. Many associates have been successful on their second or third application.

Apply to multiple judges. However, if you do apply for multiple associateships, triple check that you have addressed your cover letter and application to the correct Judge!

FEDERAL COURT OF AUSTRALIA

Marissa Forbes, Research Associate

What is the role of the Federal Court?

The Federal Court of Australia is a superior court of Australia that decides disputes and exercises judicial power of the Commonwealth under the Constitution. The Court's jurisdiction is broad, and is organised into nine National Practice Areas (NPAs):

1. Administrative and Constitutional Law and Human Rights
2. Admiralty and Maritime
3. Commercial and Corporations
4. Federal Crime
5. Employment and Industrial Relations
6. Intellectual Property
7. Native Title
8. Taxation
9. Other, e.g. defamation, election-related disputes.

The objectives of the Court are to decide disputes according to law promptly, effectively and courteously. All staff members at the Court play a role in this, including the roles of Associate and Research Associate.

Why apply to be a Judge's Research Associate?

Consider applying for the role if:

- You have an interest in court work and litigation
- The National Practice Areas of the Federal Court are of interest to you
- You enjoy research and dealing with complex areas of law

What does your work involve?

It is important to note that no two chambers are the same - working for one judge may vary significantly to working for another judge. Generally, a Research Associate will provide legal support and research assistance to their judge. Duties include researching legal issues in order to assist in the judgment writing process and prepare for hearings. The Research Associate also proof reads draft judgments and does other ad hoc tasks as required. This role requires developed research skills, exceptional attention to detail and a desire to grapple with complex and difficult legal issues.

Judges will usually also have an Associate. The Associate's duties include administrative and

in-court support for their judge, communicating with solicitors, counsel and litigants, undertaking specific legal tasks and proofing judgments. The role includes supporting the judge when working in interstate registries. This role requires developed administrative skills, initiative and exceptional interpersonal and communicative skills.

How and when can students apply for a position?

Roles for both positions (Research Associate and Associate) are advertised over a year in advance, usually from December. Typically the listings close early March but keep an eye on the listing for specific dates. So, for example, listings might become available in December 2023, and close early March 2024 for the role to commence in January 2025.

Available roles for associateships are advertised on the Federal Court's website, usually under each individual Judge's page. The Blackstone Society also distributes the listings, but it is worth keeping an eye on the Federal Court's website for the most up to date information.

Who can apply for a position/ are there requirements?

You must have a completed law degree by the time you commence at the Federal Court. Other requirements and attributes are available on the job listing, but usually involves:

- A high level of academic achievement (Honours or equivalent);
- A high level of organisation and administrative efficiency;
- High-level research and analytical skills;
- Excellent verbal, interpersonal and written communication skills; and
- Editorial skills.

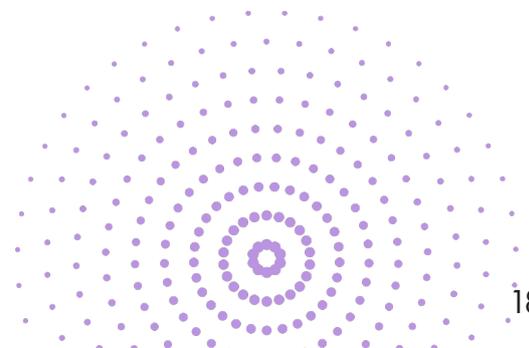
What does the application process involve?

Be prepared to submit a cover letter, your most recent academic transcript and a resume/ curriculum vitae. There is also an interview process.

Do you have any tips for potential candidates?

- You can also apply to other states' registries. Don't necessarily limit yourself to applying to the judges in the Perth Registry.
- Be familiar with what areas of law the judge you are applying for operates in. There is a wealth of information on the Federal Court website worth perusing.
- Reading the transcript of proceedings of when judges were welcomed to the Court is a useful way to find out more about the judges you are applying for.
- Don't be afraid to say something interesting about yourself in your application. Be yourself!

1 Victoria Ave
Perth 6000
fedcourt.wa.gov.au



DISTRICT COURT OF WA

Lucinda De Bellis

Associate to Her Honour Judge Russell

What is the role of the District Court?

The District Court deals with serious criminal offences such as drug offences, sexual assaults, burglary, serious fraud, and robbery. The District Court also deals with civil claims of up to \$750,000 and has unlimited jurisdiction in claims for damages of personal injury.

Why did you apply to be a Judge's Associate?

I didn't. I started at the WA District Court as an Usher to her Honour. I applied for the Usher role after somebody told me that working for a Judge is a great way to learn from the lawyers advocating in court – they were right!

Working for a Judge puts you in the invaluable position to be a sponge and absorb all the information you can during court proceedings. After working as an Usher for seven months, I was offered the role to be her Honour's Associate.

What does your work involve?

The Associate is the personal aide to a Judge in court. You will sit just below the Judge during court proceedings, staring head-on with all the lawyers.

In court, the Associate is responsible for arraigning the accused, empanelling the jury, administering oaths, managing exhibits, operating court systems, generating paperwork based on outcomes of the court hearing, signing up bail and surety and ensuring trials runs smoothly.

Outside of court involves liaising with counsel in preparation for hearings, managing files, conducting legal research and drafting court orders. The additional tasks a Judge requires of their Associate will vary depending on the chambers.

How and when can students apply for a position?

The District Court does not have a designated hiring period. Positions open for Judges at different times of the year. I applied for the role after seeing it advertised on The Piddington Society's Instagram page. The District Court website posts all available positions, so keep an eye out there.

Who can apply for a position/ are there any requirements?

A law graduate or law student working towards their law degree can apply for a position as an Associate. Side note - the Associate role is more involved than the Usher role. Consider an Usher role if you are still studying at University - it's a great stepping stone and makes the transition to Associate easier. You are also required to travel to circuit locations within Western Australia for two-week periods, three to four times a year, where your Judge will preside over criminal matters.

What does the application process involve?

Applicants must submit the usual documentation (i.e. CV, cover letter, academic transcript). Attention to detail is essential – address the Judge correctly in your cover letter (Her/His Honour). If successful, you will receive a phone asking you to come in for an interview. The interview process varies depending on the Judge. It may be more of a casual conversation, or it may be a more structured set of questions.

Generally, the Judge and the Judge's current Associate and/or Usher will conduct the interview. The interview process may seem daunting at first – don't forget that the Judges are humans too!

Do you have any tips for potential candidates?

Be authentic! The Associate works very closely with their Judge. The Judge and team want to see whether you would work well in that particular chambers.

If you know which Judge you will be interviewing with beforehand, do some research on that particular Judge. Access the Judge's welcoming ceremony on the District Court website (if available) to get some insight into the Judge you are interviewing for.

An interest in criminal law is often preferred, as criminal matters will be the vast majority of the work you will do.

500 Hay Street
Perth 6000
districtcourt.wa.gov.au

FAMILY COURT OF WA

Gavin Tay Fernandez
Associate to Magistrate Stewart

What is the role of the Family Court?

The Family Court provides a fair and objective means for resolving family law matters. It has many functions, such as administering divorces and enforcing consent orders. However, the bread and butter of the Family Court is adjudicating property settlements and determining what parenting arrangements are in the best interests of the children.

The Court is necessary as a final recourse between parties in gridlock. The Court does not shy away from the fact that a negotiated agreed settlement will usually be better for litigants and parents. However, frequently, the Court needs to step in to protect people's interests or to adjudicate where there would otherwise be an impasse.

Why did you apply to be an Associate?

Being an associate allows me to meet and facilitate the work of many different solicitors and litigants. I applied for this role to see the many different styles of lawyering and advocacy. Additionally, I wanted to know the inside working of the Court, making informed decisions with a holistic view of the judicial process.

Specifically with Family Law, there is a constant flow of negotiation and debate between the parties. Throughout a matter, parties will need to come to an interim agreement, then may have to make submissions at an interim hearing before negotiating again to implement the judicial officer's judgment. Being an associate, I am exposed to many, many matters. I wanted to be an associate to see many excellent ways lawyers manage matters, deliver submissions and present their cases.

What does your work involve?

Being a legal associate has an administrative and a legal side. The administrative side involves being an officer of the Court, sitting in front of the magistrate in Court and running matters. In Court, you call matters, bring parties into Court, and swear in witnesses. In chambers, you learn crucial skills, including managing files, writing Court orders, and drafting correspondence. You also coordinate with external agencies such as the Department of Communities and the Police.

On the legal side, I review matters when preparing file summaries or judgment drafts. In doing this, I have many opportunities to read and summarise parties' affidavits and written submission evidence

into various forms. Alongside legal research, I can overview, summarise and express my opinion on many different cases.

How and when can students apply for a position?

Becoming a judge's associate involves keeping an ear out for regularly scheduled positions. It can be tricky to get these jobs as they come and go quickly when judges' legal associates get admitted and go into private practice.

Magistrate and Registrar's associates are recruited through government pools, meaning there is a broader and standardised pool recruitment, interview and skills testing process. These also pop up regularly and can be found on Jobs WA. Being put in a pool means the Court will call you whenever a position opens.

Who can apply for a position/ are there any requirements?

The Court takes a wide variety of people, including current students, graduates and even admitted people. Different judicial officers are looking for different things; some Magistrates want students early in their careers for a longer tenure, while the Chief Judge will only take a legal associate who has already been admitted and has some practicing experience.

What does the application process involve?

Firstly, you apply online with a cover letter, CV, selection criteria and transcript. The job posting will usually have the email to send applications to for judge's associates, and magistrate and registrar's associates will go through Jobs WA.

If successful, there will be an interview process among a panel that depends on your position. Following this, you will have to do a practical activity. Previously, we've had to take down orders simultaneous to other work to demonstrate your ability to listen and multitask actively, but exactly what will depend on the recruitment pool.

Do you have any tips for potential candidates?

For candidates, you need to present your authentic self and why you're committed to justice. It's okay for you to be open about wanting to develop your skills, as particularly the judge's legal associates frequently take graduates who come by the Court on their journey to private practice.

As a government job, a good cover letter to be a Magistrate or Registrars Associate will look slightly different from most jobs because you must tailor your application to the Job Description Form. Look online for the exact assessment criteria; your cover sheet will need to demonstrate how you fit broad skills like how you "Shape and Manage Strategy", "Achieve Results", "Build Productive Relationships", and other general criteria.

No matter what position you apply for, the best Family Court candidates will demonstrate, with examples, how they have solved problems and achieved results in their previous work.

Level 1
150 Terrace Road
familycourt.wa.gov.au

05

Government Directory

In this section, we have compiled a directory of various government departments that students should consider applying to if they are interested in working in the public sector.

One of the benefits of working for the government is the unique nature of the work that each of the various departments offer.

Some professionals choose to work for government departments because of the relatively more structured working hours, and scope of work that commercial firms do not offer.

AUSTRALIAN COMPETITION AND CONSUMER COMMISSION (ACCC)

AUSTRALIAN ENERGY REGULATOR (AER)

What is the main focus of the organisation?

The ACCC is a competition regulator and national consumer law champion. We promote competition, fair trading and regulate national infrastructure to make markets work for everyone. Our primary responsibility is to ensure that individuals and businesses comply with Australian competition, fair trading, and consumer protection laws - in particular the Competition and Consumer Act 2010.

The ACCC includes the Australian Energy Regulator. The AER is a constituent part of the ACCC but operates as a separate legal entity. As well as other duties, the AER is responsible for the economic regulation of the wholesale electricity market and gas transmission networks.

What kind of work do employees at the organisation do?

A career with the ACCC will give you the chance to work on a wide variety of key industry issues, consumer protection matters and significant public interest issues of the day.

You could assess merger applications or investigate

potential cartels or engage with stakeholders on the future regulation of major infrastructure like the NBN. Roles at the ACCC are diverse and challenging.

What is an interesting piece of work that the organisation has recently engaged in?

The ACCC has recently started an inquiry into childcare pricing. The inquiry will look at the costs of operating childcare, including employees' wages and property costs; the level of competition in the childcare market; the level of demand and supply; and prices charged to consumers, including any impacts of government policy.

It will examine childcare offered in metropolitan, regional and remote areas of Australia, childcare offered by different sizes and types of operators, as well as different forms of childcare including centre-based care, outside school hours care and family day care.

Access to affordable childcare that meets the need of growing children and their families is critical for workforce participation and the Australian economy.

How does the organisation seek its employees?

You can apply for roles at the ACCC and AER from our 'Current Vacancies' page or through our 'Graduate Opportunities' page on our website. Externally advertised opportunities are also published in APS jobs.

What qualities does the organisation look for in future graduates/employees?

We have high expectations of our employees. We look for:

- an interest in industry regulation, competition policy and consumer protection
- excellent interpersonal skills and the ability to work with all people
- conscientiousness
- resilience with the ability to adapt to a fast paced, challenging and ever changing work environment
- ability to gain new skills and an understanding of complex concepts quickly, and apply these to different situations
- excellent analytical, critical thinking and problem solving skills

- for our graduate program, a minimum of a Bachelor Degree
- be willing to undertake and pass a character clearance

ACCC employees must also be Australian citizens.

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

Anyone can apply for non-ongoing roles through our 'General Employment Register.' We have offices in all Australian capital cities and Townsville and we offer flexible working arrangements such as part-time work, flexible hours of work, and our hybrid way of working.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

You will always find the latest on our graduate program, timing and application process at <https://www.accc.gov.au/about-us/careers/graduate-opportunities>.

**Level 5
1 William St
Perth 6000
www.accc.gov.au
www.aer.gov.au/**

AUSTRALIAN SECURITIES & INVESTMENTS COMMISSION (ASIC)

What is the main focus of the organisation?

ASIC is Australia's integrated corporate, markets, financial services and consumer credit regulator. Our vision is a fair, strong and efficient financial system for all Australians.

At ASIC, your work will contribute to a fair, strong, and efficient financial system for all Australians.

What kind of work do employees at the organisation do?

Everything from data analysis, enforcement activities, policy development and IT work.

There is an array of roles that contribute to the work ASIC does.

What is an interesting piece of work that the organisation has recently engaged in?

Developing the regulation of Cryptocurrencies and Greenwashing businesses.

How does the organisation seek its employees?

While ASIC has a strong social media presence and utilises the services of third-party recruitment platforms, we are also building our focus to tertiary jobseekers.

Along with our participation in whole-of-Government employment programs, the ASIC Careers page has all the information needed for those interested in working with us.

What qualities does the organisation look for in future graduates/employees?

ASIC's values of accountability, professionalism and teamwork underpin everything we do. This includes all employees, from Graduates to Senior Executives.

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

Yes, ASIC's Internship Program began in 2022 and had great success in both identifying and investing in talented university students and complimenting the ASIC Graduate Program as a talent pipeline.

Internship information can also be found at ASIC Careers.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

Yes, ASIC's Graduate Program is well established, taking on cohorts each year. As with the Internship Program, more

information can be found at ASIC Careers.

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Level 5,
100 Market St
Sydney
careers.asic.gov.au

AUSTRALIAN TAXATION OFFICE (ATO)

Located in all capital cities, States, and Territories (except in the Northern Territory)
ato.gov.au

What is the main focus of the organisation?

The ATO's purpose is to contribute to the economic and social wellbeing of Australians by fostering willing participation in the tax and superannuation systems.

We want the Australian Community to have trust and confidence in the tax and super system. We're committed to help understand their rights and obligations, while making the system simpler and fairer by focussing on those who avoid their obligations.

Building trust and confidence highlights how we have ensured fairness and improved our services for the Australian community.

What kind of work do employees at the organisation do?

The ATO is a large organisation that requires skills from many industries throughout the community, for example, IT, HR, Data Analytics, Marketing & Communications, Finance, Law, Commerce, Business and Design.

What is an interesting piece of work that the organisation has recently engaged in?

The ATO is currently involved, through *Operation Protego*, in investigating \$850 million in potentially fraudulent payments

made to approximately 40,000 individuals. The ATO is working with financial institutions who have frozen suspected fraudulent amounts in bank accounts and with the Australian Federal Police to crackdown on individuals involved.

Recently, the ATO with the support of the AFP had launched a coordinated series of raids which saw warrants executed against 19 individuals suspected of being involved in GST fraud.

How does the organisation seek its employees?

We advertise through ATO Careers on our website for everyday recruitment, and for our Entry Level Programs, such as our Graduate Program, we advertise with Seek, GradAustralia and GradConnect, who link to most jobs boards in Universities across Australia.

What qualities does the organisation look for in future graduates/employees?

We're looking for people:

- that think our work is innovative and dynamic
- have a brilliant brain! We need problem solvers that suggest new ways of doing things
- with curiosity and courage to deliver Australian Government initiatives and

- prepare to meet future needs
- with resilience and commitment to see ideas through to the end
- with enthusiasm, that are adaptable and flexible and can work towards a united goal
- who are digitally savvy
- that are good communicators and can tell the story in many ways
- with integrity that can help our clients and empathise with their situations and needs

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

Yes, we do. We have a University Partnership Employment Program that enables students to work on a casual basis with the ATO whilst studying. Further information on the program is located on our Careers page.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

Yes, we run a Graduate Program and applications for the 2024 ATO Graduate Program open from 6 March 2023 and close on 17 April 2023. Individuals can apply through Entry Level Programs on our website.

COMMONWEALTH DIRECTOR OF PUBLIC PROSECUTIONS (CDPP)

What is the main focus of the organisation?

The CDPP is an independent prosecution service established by Parliament to prosecute alleged offences against Commonwealth law. We aim to provide an effective, ethical, high quality and independent criminal prosecution service for Australia in accordance with the Prosecution Policy of the Commonwealth.

The CDPP is a national prosecution service with offices in each capital city, as well as in Cairns and Townsville. The diverse, complex and interesting cases prosecuted by the CDPP range across a legal practice comprised of four national Practice Groups and include drug importation, online child sexual exploitation, terrorism, money laundering, human trafficking, modern slavery, tax fraud, benefits fraud, people smuggling, corporations offences, cartel conduct and a range of regulatory offences.

Prosecutors at the CDPP are from various backgrounds and have a diverse range of skills, capabilities and experience. For example, a new Federal Prosecutor may have previously worked in another Commonwealth, State or Territory government agency, in private practice or as a Judge's Associate. Whilst some have prior criminal law or litigation experience, others do not.

The CDPP operates a national Practice Group model based on compatible crime types. Prosecutors will be assigned to work in a branch (or office) which primarily prosecutes cases relating to one or more of these Practice Groups:

- Serious Financial and Corporate Crime (SFCC)
- Organised Crime and National Security (OCNS)
- Fraud and Specialist Agencies (FSA)
- Human Exploitation and Border Protection (HEBP)

Additionally, the CDPP's Legal Capability and Performance (LCP) Practice Group coordinates other critical aspects of the work of the CDPP, including legal business improvement, contributing to law reform, liaison with partner agencies, legal learning and professional development, international assistance, data and reporting and the Witness Assistance Service, to assist Federal Prosecutors in their dealings with victims of crime and vulnerable witnesses.

What kind of work do employees at the organisation do?

The precise nature of the work that a particular prosecutor undertakes depends on which office, Branch and Practice Group they are in. Larger

offices have a greater number of staff and cases, enabling specialisation across multiple local Branches. In smaller offices, it is more common for prosecutors to work across a range of cases, allowing for more variety and exposure to our work, as part of a mixed practice.

The CDPP encourages its prosecutors to rotate through different areas and roles across the organisation. Prosecutors can expect to work in a number of Practice Groups during their career at the CDPP.

The work of a Federal Prosecutor includes a variety of responsibilities and can include courtroom advocacy, as required. Federal Prosecutors work under the supervision of more senior prosecutors who provide support, guidance and sign off on key decisions. The nature of your work as a new Federal Prosecutor will be varied across different Practice Groups. For example, you might start your career with a largely summary practice. This work will involve assessing briefs of evidence in accordance with the Prosecution Policy of the Commonwealth,¹ instituting proceedings, communicating with investigative agencies, the courts and defence practitioners, and appearing in court. You may be involved in working on very large matters as part of a prosecution team where

strong litigation management is required.

Alternatively, you might commence working in one of our arrest practices, where your file load would largely be comprised of indictable prosecutions, where you may then have the opportunity to appear in higher courts or work alongside experienced counsel. A further possibility is that you might find yourself working as part of a team with more experienced prosecutors on large indictable cases involving complex legal issues or multiple co-accused.

You can expect to undertake some advocacy work during your career with us, and the level and extent of that advocacy will also be dependent on the office and Practice Group you work in. As a Federal Prosecutor, you may be given the opportunity to undertake summary mentions and hearings, bail applications, committals and indictable plea and sentence hearings. More complex advocacy (such as trial and appellate work) is briefed to the private bar.

Lawyers at the CDPP work with a variety of digital litigation tools to assist in the analysis of the electronic briefs of evidence received from our various partner agencies. Some lawyers will already have experience using digital tools when they commence work at the CDPP, others will be able to be trained by our in-house digital litigation specialists. It is essential that new prosecutors are willing to embrace the

opportunities and efficiencies offered by digital litigation tools.

How does the organisation seek its employees?

The Commonwealth DPP conducts national recruitment exercises a number of times each year and all levels including the entry Federal Prosecutor level. National recruitments are advertised on the Commonwealth DPP external website and on APS Jobs.

It is also possible for lawyers interested in working with the Commonwealth DPP to submit an Expression of Interest via the external website to be included on the CDPP Legal Register of Interest. CDPP Assistant Directors can access the register between national recruitment exercises to conduct informal processes with a view to contract employment.

What qualities does the organisation look for in future graduates/employees?

CDPP is committed to recruiting and retaining lawyers of the highest calibre. The CDPP seeks enthusiastic, energetic and forward-thinking lawyers who may, or do have, experience or knowledge of and aptitude for, criminal law.

Candidates should be keen to develop their skills and experience through undertaking the rewarding, challenging, diverse and stimulating work of the CDPP. Ideally, candidates will have a strong academic

record, enjoy collaborating as a member of a team, and be willing to embrace new ways of working in a digitally enabled workplace. It will also be advantageous if you have had exposure to prosecutions or criminal law, have worked in a commercial litigation practice, or have been a judge's associate.

Key attributes include:

- Highly developed research, analytical and critical thinking capabilities.
- Well-developed oral and written communication skills, including an ability to present information clearly, accurately and succinctly, based on sound research and analysis.
- Strong stakeholder engagement and management capabilities.
- Sound judgement, initiative, drive and organisational skills, including time management skills and the ability to manage competing priorities.
- Strong critical thinking skills and ability to make effective decisions based on evidence.
- Demonstrated flexible approach to work, displaying a willingness to explore opportunities as they arise.
- Ability to contribute to a healthy and safe working environment, identifying risks and mitigating or escalating them as appropriate.
- Ability to model ethical behaviours and practices consistent with the APS values and Code of Conduct,

performing as a role model for lawyers and staff.

COMMONWEALTH OMBUDSMAN

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

From time to time the CDPP will accept short term placements as part of University run internship programs.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

On graduating and being admitted as a lawyer in a State or Territory, interested lawyers are encouraged to apply in a national recruitment or to submit an expression of interest for inclusion in the CDPP Legal Register of Interest.

Level 1
226 Adelaide Terrace
Perth 6000
cdpp.gov.au

What is the main focus of the organisation?

The purpose of the Commonwealth Ombudsman (the Office) is twofold:

- provide assurance that the Australian Government entities and prescribed private sector organisations the Commonwealth Ombudsman oversees, act with integrity and treat people fairly.
- influence enduring systemic improvement in public administration in Australia and the region.

Our work is supported by the following four key concepts:

- **Assurance** - we provide a fair complaint-handling and investigation service and we do not take sides.
- **Integrity** - we look at how some Government agencies use their covert or coercive powers. We manage the Commonwealth Public Interest Disclosure Scheme (whistleblowing). We look at how the Government handles immigration and detention. We also look at how the private sector manages private health.

- **Influence** - we build and maintain trusted relationships with Australian Government entities and industry sectors the Commonwealth Ombudsman oversees, the community and international partners. These relationships help us to influence change through investigations of complaints, other investigations and recommendations to government.
- **Improvement** - we encourage improvement in public administration.

What kind of work do employees at the organisation do?

The Office provides a professional and impartial complaint-handling and investigation service to the Australian community. Working with us will provide you with the opportunity to make a difference and impact how people experience and interact with government services.

You will also be part of an organisation that:

- continuously strives to improve the quality of service provided to clients
- endeavours to create an encouraging and rewarding working environment.
- recognises the importance of a healthy work life balance.

We employ people from a variety of professional backgrounds that enables our workforce to be innovative and successful. We support the professional development of all employees, providing them with skills to progress their career to the next level.

We are a great place to work! Our Office values diversity, inclusion and flexible working conditions. First Nations people, people with a disability and people from culturally diverse backgrounds are encouraged to apply.

Duties are to be performed under broad direction from a Director or Manager, and in accordance with the APS Code of Conduct, upholding the APS Values and upholding the office values of independence, impartiality, integrity, accessibility and professionalism.

What is an interesting piece of work that the organisation has recently engaged in?

There are several case studies published on our website that are real life examples of the type of complaints we receive and the actions we've taken to help resolve the complaint.

How does the organisation seek its employees?

We post ongoing and temporary vacancies via job postings on APSJOBS and our website careers section which includes temporary/non-ongoing employment register(s) for candidates to register their

expression of interest for short-term positions when they become available.

What qualities does the organisation look for in future graduates/employees?

The Office is a professional organisation of information seekers, analysts and continuous improvers.

The Office is looking for team players with strong client engagement, communication and analytical skills.

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

Yes, the Office offers intern opportunities to students, who are still studying.

We post ongoing and temporary vacancies via job postings on 'APSJOBS' and our website 'Careers' section which includes temporary/non-ongoing employment register(s) for candidates to register their expression of interest for short-term positions when they become available.

Interested and eligible individuals may also register their interest on the APSJOBS portal which has detailed information on career pathways for working in the public service, with the Australian Government being one of Australia's biggest employers.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

Yes, as above the Office offers opportunities to graduates, who have recently finished their studies (within two years).

We post ongoing and temporary vacancies via job postings on APSJOBS and our website 'Careers' section which includes Temporary/non-ongoing employment register(s) for candidates to register their expression of interest for short term positions when they become available.

Graduates may find further information on the APSJOBS portal targeted for graduate cohorts across the APS, including finding your fit and streams to consider for placements.

**Level M2, Tenancy 2
5 Mill St
Perth 6000
ombudsman.gov.au**

CORRUPTION & CRIME COMMISSION (CCC)

Level 5
45 Francis St
Northbridge
ccc.wa.gov.au

What is the main focus of the organisation?

The Corruption and Crime Commission (the Commission) is Western Australia's leading anti-corruption body. The Commission works to improve the integrity of the Western Australian public sector and helps public sector agencies to minimise and manage serious misconduct, and assists WA Police to reduce the incidence of organised crime. The Commission also takes action in relation to persons who have unexplained wealth.

What kind of work do employees at the organisation do?

The Commission offers many rewarding and valuable experiences as a lawyer, including: appearing as counsel assisting the Commission at private and public examination hearings, representing the Commission before the courts, working with skilled investigators on highly topical and sensitive investigations that utilise the Commission's coercive and investigative powers and drafting reports for Parliament.

What is an interesting piece of work that the organisation has recently engaged in?

Our work is exciting, interesting, challenging and

diverse. You can read about our latest investigations on the 'Investigations' page on our website and stay up-to-date by following us on Twitter and LinkedIn.

How does the organisation seek its employees?

If you would like to work with us, register an account with www.jobs.wa.gov.au and set up your profile to stay up-to-date with current vacancies at the Commission.

What qualities does the organisation look for in future graduates/employees?

Commission employees have a wide range of qualifications, experience and skills. We value integrity, the ability to relate with others, accountability, leadership and teamwork. Our staff work with sensitive information and are expected to maintain the strictest confidentiality.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

The Commission seeks applications from hard-working individuals who value transparency and integrity.

To work as a lawyer in our Legal Services Directorate, applicants must have been admitted to the Supreme Court of Western

Australia. The Commission also has other roles that attract law graduates that do not require you to be admitted.

We encourage all law graduates to apply for any opportunity with the Commission that interests them.

DEPARTMENT OF PREMIER & CABINET (DPC)

Dumas House
2 Havelock St
West Perth
dpc.wa.gov.au

What is the main focus of the organisation?

The Department of the Premier and Cabinet (DPC) provides quality policy, administrative advice and support to enable the Premier, Ministers and Government to serve the WA community.

What kind of work do employees at the organisation do?

Working for DPC will give you experience in areas such as public policy formulation, public administration and state administrative matters.

We offer unique and rewarding opportunities early in your career to work on critical projects in key policy areas such as Intergovernmental Relations, Aboriginal Engagement, Community Policy, Infrastructure, Economy and Recovery, and Western Australia's Office of Digital Government.

What is an interesting piece of work that the organisation has recently engaged in?

The Department has a range of unique and interesting functions across our Policy areas.

From providing strategic support and advice to the Premier and Cabinet on priority State and national matters, to progressing

significant outcomes in native title and Aboriginal Affairs, leading digital transformation across Government to deliver better services for Western Australians, and supporting key infrastructure projects, ongoing COVID-19 recovery efforts and more. There are plenty of opportunities to get involved in interesting work that has a real impact!

You can check out our highlights and project updates through the DPC LinkedIn page, and the latest news announcements on wa.gov.au.

How does the organisation seek its employees?

The Department advertises employment opportunities through the WA Government jobs board at jobs.wa.gov.au and regularly posts jobs through the DPC LinkedIn page.

What qualities does the organisation look for in future graduates/employees?

The Department requires people with a wide range of experience and is particularly interested in recent university graduates who enjoy working in a team environment, can adapt quickly to change and have excellent communication skills, initiative and determination. As future leaders in the public

sector, passion, commitment and a thirst for knowledge are essential.

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

DPC offers internships and work placements to students who are still studying.

The Department also offers internship opportunities through the McCusker Centre.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

Each year the Department of the Premier and Cabinet (DPC) offers an exciting and challenging Graduate Development Program with a focus on promoting your personal learning, developing your career and giving you a chance to make a difference to the people of Western Australia.

We provide passionate and committed graduates with the skills and experience they need to launch their careers in the public sector.

Applications for the 2024 Graduate Development program will open in July/August 2023.

INSURANCE COMMISSION OF WESTERN AUSTRALIA (ICWA)

What is the main focus of the organisation?

The Insurance Commission of Western Australia is a statutory corporation and Government Trading Enterprise owned by the Western Australian Government. We are the State's insurer providing injury insurance to motorists and self-insurance to the Government.

What kind of work do employees at the organisation do?

There are over 300 staff members at the Insurance Commission across insurance, finance, investment, corporate functions, legal services and fraud prevention. While the majority of staff work directly with members of the public making insurance claims, many staff work on medium to long term projects to improve services to all Western Australians, including advice to Government on legislation.

What is an interesting piece of work that the organisation has recently engaged in?

The Insurance Commission is currently working with the Western Australian Government to draft and introduce legislation aimed at managing the practice of 'claims harvesting', where the personal information of

members of the public is used by third parties to harass them into making compensation claims. Recently, the Insurance Commission was the main party to the longest running litigation in Australia's history, the Bell Group litigation began in 1995. It was resolved in 2021 with the final payment.

How does the organisation seek its employees?

Vacancies at the Insurance Commission are advertised through search.jobs.wa.gov.au and promoted on LinkedIn. The Graduate Program has resulted in the permanent employment of staff long term.

What qualities does the organisation look for in future graduates/employees?

Graduates who are inquisitive, flexible, generous in sharing their knowledge and willing to learn from others.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

Our Graduate Program has an intake every two years. Having a longer program than most recognises the diverse industries at work within the organisation and allows graduates to experience many of them in

depth. Graduates can apply by responding to the advertised opportunities which are promoted on social media and at graduate fair days throughout the year. Emailed questions to HR are welcome at any time.

**221 St Georges Tce
Perth 6000**

icwa.wa.gov.au

hr@icwa.wa.gov.au

What is the main focus of the organisation?

Legal Aid WA is an independent statutory body set up by the Legal Aid Commission Act 1976. Our purpose is to provide quality legal assistance to those in need and promote community access to justice.

What kind of work do employees at the organisation do?

Graduate lawyers provide a range of services in the areas of family, criminal and civil law including duty lawyer services, legal advice and minor assistance, court representation, alternative dispute resolution, community legal education and community outreach. Working for Legal Aid WA means making a real difference to the lives of disadvantaged people in our community.

What is an interesting piece of work that the organisation has recently engaged in?

The Department has a range of A quarter of Legal Aid WA's clients are First Nations, and many callers on our Infoline ask to speak to staff with lived experience. With this in mind, Legal Aid WA has introduced an option on our telephone Infoline for callers to self-select if they want to speak to a First

Nations agent. This is our first step in moving toward a dedicated 1300 number to be known as *Legal Yarn*. Similar to our existing Legal Aid Infoline, Legal Yarn will provide legal information and referrals to people from locations across the state. Legal Aid WA is hoping to launch the new Legal Yarn number in February this year. It will be the first service of its kind in Australia, and it will have been designed, managed, and staffed by First Nations people.

How does the organisation seek its employees?

All recruitment for positions at Legal Aid WA is via the WA Government Jobs Board website. Our selection processes are designed to reflect and uphold the Public Sector Standards. Follow us on our socials – Facebook and Instagram – to receive reminders about various job opportunities.

What qualities does the organisation look for in future graduates/employees?

- A strong and genuine desire to serve the community, especially those who are socially and economically disadvantaged, and a demonstrated commitment to social justice.
- Experience with our client

group which includes children, Aboriginal and Torres Strait Islander people, people from non-English speaking backgrounds, people with disabilities and people with mental illnesses or impairments.

- An ability to show empathy and sensitivity.
- A commitment to the type of work we do. This includes studying units at university that reflect your interest in legal aid work, such as family law, criminal justice or dispute resolution.
- Excellent written and oral communication skills.

Legal Aid WA is committed to increasing the diversity of our workforce to better meet the differing needs of our clients and to improve equal opportunity for our employees. We encourage applications from Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse backgrounds, young people, women and people with disabilities.

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

Legal Aid WA offers a limited number of unpaid internships for

final year law students through our Voluntary Intern Placement (VIP) Program. Recruitment for the program occurs annually in accordance with the university recommended recruitment dates and is via the WA Government Jobs Board website.

Legal Aid WA also offers some placements to students through the various university internship programs. These opportunities are by agreement between the university and Legal Aid WA. Students may also be interested in applying for paid employment on Legal Aid WA's Infoline. Information about recruitment and employment for Infoline is available on the website: legalaid.wa.gov.au/about-us/careers/infoline-information-officers

Paralegal and administrative roles come up from time to time and law students may be interested in applying for these. Recruitment for positions at Legal Aid WA is via the WA Government Jobs Board website. Follow us on our socials – Facebook and Instagram – to receive reminders and updates about various job opportunities.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

Legal Aid WA has limited opportunities for law graduates to undertake their practical work experience hours with us, as part of their enrolment in an approved practical legal training

course.

Work experience is on a voluntary basis and is not paid. These opportunities are advertised annually or bi-annually.

Law graduates who have completed their practical legal training requirements and are eligible for admission or have recently been admitted to practice can apply for Legal Aid WA's Graduate Lawyer Program. Employment is usually for a fixed term of two years. Other opportunities for admitted lawyers to join Legal Aid WA in entry level positions arise from time-to-time. Recruitment for all of the above opportunities is via the WA Government Jobs Board website. Sign up for alerts on this website.

More information about volunteer and employment opportunities at Legal Aid WA can be found on the website: legalaid.wa.gov.au/about-us/careers and follow us on our socials for updates.

If you are interested about any opportunities with Legal Aid WA as a law student or law graduate, you can email positions@legalaid.wa.gov.au and we will add you to our email mailing list.

OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS

Ground Floor, 55 St Georges Tce

What is the main focus of the organisation?

The Office of the Director of Public Prosecutions (ODPP) is a critical participant in the administration of justice within Western Australia, providing an independent and effective criminal prosecution service which is both just and fair.

The ODPP acts independently of the Government in decision making on criminal prosecutions. The Director is however responsible to the Attorney General for the operation of the Office. The ODPP does not investigate crime - that is the role of investigating agencies such as the WA Police and the Corruption and Crime Commission.

What kind of work do employees at the organisation do?

The core work of the ODPP is to conduct criminal prosecutions under Western Australia state law in the District and Supreme Courts.

We have a range of roles across the Legal Services area for Prosecutors as well as legal support staff (paralegals) and corporate staff that support the organisation across a range of areas including HR, Finance, IT, Records Management, Communications and Risk Management.

What is an interesting piece of work that the

organisation has recently engaged in?

The ODPP is proactively working to promote a healthy wellbeing culture for all staff. This includes the development and ongoing implementation of a Mental Health and Wellbeing Strategy and initiatives to support all staff.

How does the organisation seek its employees?

The ODPP as a State Public Service Agency, advertises any available roles via the WA Jobs Board at jobs.wa.gov.au. We have a LinkedIn page that you can follow to see opportunities that are being posted.

What qualities does the organisation look for in future graduates/employees?

This would depend on the role, which will be detailed in the advertisements. However, overall, our core values include integrity, excellence, leadership, respect and accountability. Other than any required qualifications, a strong principled work ethic, desire to learn and develop as well as collaborative working styles would be highly regarded.

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

DPP offers internships and work placements to students who are still studying.

The Department also offers internship opportunities through the McCusker Centre.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

For law graduates interested in a career in criminal law prosecution at the ODPP, an intake of entry level prosecutor positions as Legal Officers are conducted usually every year. These positions are advertised mid to late in the year for commencement at the beginning of the following year. These positions are training positions suitable for practitioners who have been admitted for usually no more than 2 years prior to the date the positions are advertised or due to be admitted by a certain date. A comprehensive training and support program is included for these roles. The organisation also runs regular recruitment for Paralegal and other support roles at a variety of levels as well as Corporate support roles across a range of areas including HR, Finance, Information Technology. All available roles are advertised on the WA Jobs Board at jobs.wa.gov.au

wa.gov.au/organisation/office-of-the-director-of-public-prosecutions-western-australia

OMBUDSMAN WESTERN AUSTRALIA

What is the main focus of the organisation?

The office of the Ombudsman provides access to justice, advances human rights for vulnerable and disadvantaged populations and promotes the rule of law.

The Ombudsman is an independent and impartial officer of the Parliament who reports to the Parliament rather than the government of the day. The office of the Ombudsman utilizes all aspects of public law in undertaking their work.

What kind of work do employees at the organisation do?

The office of the Ombudsman has five principal functions, which are:

- Providing access to justice to Western Australians regarding the administration of government;
- Making recommendations about ways to prevent or reduce child deaths and family and domestic violence fatalities through the undertaking of reviews;
- Undertaking major investigations with the powers of a standing Royal Commission;
- Undertaking a range of inspection and monitoring functions of particular powers given to agencies of

the State; and

- Providing independent oversight of how organisations that exercise care, supervision or authority over children handle allegations of, and convictions for, child abuse by their staff.

What is an interesting piece of work that the organisation has recently engaged in?

In November 2022, the office of the Ombudsman commenced a major new function as the Western Australian Charitable Trusts Commission following the proclamation of the Charitable Trusts Act 2022.

There is a particular importance to charitable trusts in Western Australia given many are established for the purpose of advancing the interests of Aboriginal Western Australian communities and can amount to tens of millions of dollars arising from settlements and determinations of Native Title claims.

In undertaking this important new role, the office of the Ombudsman will undertake investigations with the power of a standing Royal Commission under the Royal Commissions Act 1968 and travel to regional and remote Aboriginal communities to engage directly

with the intended beneficiaries of the trusts in order to ensure that charitable trusts operate to further the interests of the communities they were designed to assist.

How does the organisation seek its employees?

The Office advertises positions in the Western Australian Government Jobs Board (jobs.wa.gov.au).

What qualities does the organisation look for in future graduates/employees?

Most positions at the office of the Ombudsman require excellent conceptual and analytical skills, a high level of written communication skills, strong interpersonal skills and an understanding of the principles of independence, reasonableness and procedural fairness. People from diverse backgrounds are encouraged to apply for vacancies at the office of the Ombudsman.

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

The office of the Ombudsman provides law students an opportunity to apply for the office's Clerkship Program

during the university vacation. Each year, the clerkship is advertised on the Western Australian Government Jobs Board (jobs.wa.gov.au) and the office also informs universities when the program is advertised. Contact the person in the job

advertisement to obtain an understanding of the advertised role and information about the job, and provide a comprehensive curriculum vitae that details your qualifications and your duties and achievements in your current and previous work.

The CV needs to show that you have the skills, knowledge and capacity to do the work of the advertised position.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

The Office advertises positions in the Western Australian Government Jobs Board (jobs.wa.gov.au).

**Level 2
Albert Facey House
469 Wellington St
Perth 6000
ombudsman.wa.gov.au**

06

Community Legal Centres Directory

We have compiled profiles of the major Community Legal Centres in Perth.

Volunteer positions are a great way for students to get involved and give back to the community whilst developing the skills you will need for a career in law. Volunteer positions at CLCs can provide you with an opportunity to aid the socially and economically disadvantaged, whilst getting you exposure to various areas of law.

CLC volunteers undertake a wide range of work, such as identifying legal problems, writing memorandum of advice, conducting legal research and other administrative duties. Some positions may give you the opportunity to communicate directly with clients. Students often find that CLC experience is highly translatable to different areas of law, and accordingly, volunteering at CLCs is an excellent way to build experience in preparation for clerkship and graduate job applications.

CIRCLE GREEN COMMUNITY LEGAL

Gelene Rescober
445 Hay Street
hr@circlegreen.org.au

What is the focus of your CLC?

Circle Green is an independent, not-for-profit community legal centre providing state-wide specialist legal services in residential tenancy law, employment law, migration and family and domestic violence (related to newly arrived refugees, migrants and asylum seekers from culturally and linguistically diverse backgrounds).

Volunteering

Which areas of law will clerks be exposed to?

Employment law, Tenancy Law, Migration Law and Asylum seeker/refugee rights (Humanitarian Law)

What kind of tasks do student volunteers undertake?

- Assisting with client intake and interview over the telephone.
- Arranging appropriate assistance for eligible clients by way of the telephone, or in-house solicitor appointments.
- Referring clients to specialist legal, government and community services, as appropriate.
- Undertaking research and drafting materials in relation to a wide range of employment or tenancy law

issues.

- Assisting solicitors with client appointments.
- Assisting solicitors, staff and volunteers with other duties as required

What are the skills/benefits of taking a position at your CLC?

Volunteers get the opportunity to gain exposure to the community legal sector, while developing practical skills which can benefit them in future career opportunities. They also get the chance to develop networks with their peers and legal professionals. Volunteers provide crucial contributions towards enabling access to justice.

Do you have opportunities for courtroom work/advocacy?

Limited opportunities to witness courtroom work may arise, but generally volunteers do not undertake courtroom work.

Do you offer any opportunities to do PLT?

Yes.

Applications

How can students apply?

Complete and submit the Volunteer Expression of Interest form on our website.

Remember to include a cover letter (addressing the selection

criteria), your resume, and your academic transcript.

The recruitment consists of a written application, an interview and sometimes a practical task.

What does your recruitment/interview process consist of?

Online application and interview, which may include a practical task.

Roughly how many positions are available for students in 2023?

Year-round recruitment, numbers can vary.

What attributes do you look for in an applicant?

- Ability to commit one day per week for at least 6 months.
- Skilled in written and verbal communication, including being able to verbally communicate with solicitors and verbal clients.
- Good time management skills with the ability to complete quality written work within tight timeframes.
- Organised and strong attention to detail
- Good computer skills, including quick word processing skills.
- Strong legal research skills

What advice do you have for students looking to apply?

Learn about Circle Green, who we are and what we do.

CITIZENS ADVICE BUREAU (CAB)

Rebecca Ray
Level 1
25 Barrack Street
ceoassistant@cabwa.com.au

What is the focus of your CLC?

Wills, EPA's, EPG's, LOA, Probate, Family Law

Volunteering

Which areas of law will clerks be exposed to?

Civil, Estate Planning and Family Law.

What kind of tasks do student volunteers undertake?

Student volunteers predominately assist with our information and referral service which provides clients with information around legal issues. This involves answering phones, problem solving, organisation, research and listening skills.

What are the skills/benefits of taking a position at your CLC?

Increasing your interpersonal skills, increasing your knowledge of Community Legal Centre services and the legal system.

High development of problem-solving skills which complex client calls.

Applications

How can students apply?

volcoordinator@cabwa.com.au

What does your recruitment/interview process consist of?

An expression of interest form completed, an interview and an observation day.

Roughly how many positions are available in 2023?

10 positions currently.

What attributes do you look for in an applicant?

Good interpersonal and communication skills, empathetic, previous experience in de-escalation, computer skills, to work independently and as part of a team.

What advice do you have for students looking to apply?

Be enthusiastic and keen to learn new skills and information.

CONSUMER CREDIT LEGAL SERVICE (WA)

What is the focus of your CLC?

Helping people experiencing vulnerability with their financial and consumer rights

Volunteering

Which areas of law will clerks be exposed to?

We assist with issues that come under the National Credit Code and the Australian Consumer Law.

What kind of tasks do student volunteers undertake?

Our volunteers take calls from West Australians around the State who seek information and support with their financial or consumer rights. Under the supervision and direction of a supervising solicitor volunteers will:

- assess the callers' situation
- provide information and referrals or take instructions from callers
- work with the supervising solicitor to prepare advice for callers, and
- deliver advice to callers.

All volunteers are supported with induction, ongoing training and the guidance of experienced solicitors.

Volunteers also assist supervising solicitors in various tasks such as case file work, community legal education, and drafting law reform submissions.

What are the skills/benefits of taking a position at your CLC?

The benefits of volunteering with CCLSWA include:

- contributing to working for justice for West Australians
- developing confidence in applying legal skills
- working with a great team
- making connections in the legal profession, and
- building experience which volunteers can use in applications for clerkships and employment.

Do you have opportunities for courtroom work/advocacy?

Rather than engaging in court work, we handle pertinent cases through the Australian Financial Complaints Authority, which is a specialised ombudsman scheme.

Do you offer any opportunities to do PLT?

Yes.

Applications

How can students apply?

On our website.

What does your recruitment/interview process consist of?

An online interview with a case study / research task.

Roughly how many positions are available in 2023?

We offer a high number of opportunities depending on capacity.

What attributes do you look for in an applicant?

Our vision, mission and values are set out on our website.

We want volunteers who have attributes consistent with our

values, and who bring:

- a commitment to increasing access to justice for all West Australians
- great communications skills
- a desire to experience law in action
- legal skills to the level of the penultimate year of a law degree, and
- excellent attention to detail, ability to multi-task and great organisational skills.

What advice do you have for students looking to apply?

This is a great opportunity to directly interact with clients and learn how to draft advice. You will learn how to talk to clients, what questions to ask clients, and improve your client interview skills. You will have the opportunity to partake in different kinds of volunteer roles. Volunteering with us is a great way to build the skills necessary for the legal workplace. Through your tenure at CCLSWA, you will gain expertise in research methodology and learn where and how to find answers, which is equally significant as having knowledge of the answer itself.

Level 1

231 Adelaide Terrace, Perth,

hr@cclswa.org.au

ENVIRONMENTAL DEFENDERS OFFICE

What is the focus of your CLC?

EDO run environmental cases and advocates for better laws to help build a world where nature thrives.

Volunteering

Which areas of law will clerks be exposed to?

By volunteering with EDO you will be joining our incredible team of dedicated staff and volunteers who work across the country to create our vision, which is a world where nature thrives.

Volunteers work across our teams in a range of positions, however all of our volunteer roles allow you to:

- Be part of the largest public interest environmental legal centre in the Australia-Pacific, dedicated to protecting our climate, communities and shared environment through groundbreaking litigation and law reform advocacy.
- Learn new skills or add to the ones you already have.
- Be part of a diverse and inclusive workplace.
- Meet like-minded people who are passionate about protecting the environment.
- Make a valuable contribution to the work of EDO.

What kind of tasks do student volunteers undertake?

While responsibilities vary according to the current work of EDO, responsibilities can include:

- Conducting legal research.
- Assisting in the preparation of Court documents and drafting

letters and legal advice.

- Filing Court documents.
- Sitting in on conferences and meetings with counsel and attending Court proceedings.
- Assisting solicitors in case work and litigation in Court.
- Assisting in the preparation of submissions on development applications and/or law reform issues.
- Assisting in the preparation of educational materials for the community.
- Other duties as reasonably requested by the supervisor, or the Managing Lawyer

What are the skills/benefits of taking a position at your CLC?

Students who are interested in environmental, planning and criminal law will have the opportunity to volunteer under the supervision of one of EDO's experienced Solicitors and to be part of the largest public interest environmental legal practice in the Australia-Pacific. The EDO is dedicated to creating a world where nature thrives, and while volunteering with us legal student volunteers will engage with legal issues regarding environment and planning.

Do you have opportunities for courtroom work/advocacy?

Yes

Do you offer any opportunities to do PLT?

Practical Legal Training volunteer placements with EDO are an opportunity for those wishing to gain admission to practice.

For legal students in their final year of study or newly graduated individuals interested in environmental and planning law, this will provide an opportunity to volunteer under the supervision of one of our experienced solicitors.

Applications

How can students apply?

Application forms for vacancies can be found on the EDO website: <https://www.edo.org.au/volunteer-with-us-2/>

What attributes do you look for in an applicant?

- Demonstrated interest in environmental law, and passion for protection of the environment through legal mechanisms.
- Excellent verbal and written communication skills.
- Strong computer skills including Microsoft Office, and research databases.
- Good attention to detail and a focus on accuracy.
- Good analytical skills.
- Self-motivated; well-organised and a can-do proactive attitude.

PO Box Z5218
Perth 6831
info@edo.org.au

THE MENTAL HEALTH LAW CENTRE

What is the focus of your CLC?

Mental Health

Volunteering

Which areas of law will clerks be exposed to?

- Criminal Law
- Administration Law
- Mental Health Law

What kind of tasks do student volunteers undertake?

Our volunteers manage our Telephone Advice Line and handle all new intake calls. They offer referrals in cases where our center is unable to provide assistance and collaborate with mental health teams to ensure the best possible outcome for our clients. Additionally, they shadow our lawyers during Court appearances, draft legal advice letters, communicate with clients to gather information for our lawyers, and prepare and submit legal documents to Courts and tribunals.

What are the skills/benefits of taking a position at your CLC?

Fantastic opportunity to gain experience taking instructions from clients

Managing difficult clients increase management and communication skills

Working on open files and learning new aspects of the law

Work closely with lawyers, ask questions and learn the practical skills required to work as a lawyer.

Learning to help clients with the

intricacies of solving the social issues that clients face which impact directly on their legal matters.

Receive a well-regarded professional reference

Do you have opportunities for courtroom work/advocacy?

Our volunteers can shadow our lawyers when attending Magistrates Courts and the State Administrative Tribunal but do not represent our clients.

Do you offer any opportunities to do PLT?

Yes.

Applications

How can students apply?

Email CV and Application Form to Mhari.grant@ruah.org.au

What does your recruitment/interview process consist of?

We run a few intake sessions each year, potential volunteers will need to submit a completed application form and their current resume.

If successful, they will attend the interview and then if successful they will attend the induction day and begin volunteering from there on.

Roughly how many positions are available in 2023?

20-30

What attributes do you look for in an applicant?

- Accurate data entry skills
- Attention to detail
- Professional communication skills

- Emotional resilience

What advice do you have for students looking to apply?

Please ensure you are aware of our practice areas before you apply

Please be aware that we require our volunteers to commit to 1 day a week (or more if desired).

Mhari Grant

mhari.grant@ruah.org.au

255 Hay Street, Subiaco East

NORTHERN SUBURBS COMMUNITY LEGAL CENTRE

What is the focus of your CLC?

Generalist practice, family law (parenting), civil law, criminal law, restraining orders, older persons rights service, family and domestic violence including crisis, residential tenancy.

Volunteering

Which areas of law will clerks be exposed to?

Depends on the program into which the student is placed. Most likely areas of exposure are generalist law (civil, criminal, family) and older persons rights (elder abuse, powers of attorney/guardianship, restraining orders etc)

What kind of tasks do student volunteers undertake?

Taking instructions from clients, drafting advices, shadowing solicitors, research, sometimes (but less often) attending Court and/or tribunals as needed.

What are the skills/benefits of taking a position at your CLC?

Get thrown in the deep end very early i.e. speaking with clients directly – generally on 2nd or 3rd day, hands-on supervision, management of difficult and vulnerable clients.

Do you have opportunities for courtroom work/advocacy?

Not to students directly, but students can accompany lawyers to Court and tribunals.

Do you offer any opportunities to do PLT?

Yes. We intermittently get PLT

students and are willing to take one or two at a time depending on lawyer availability.

Applications

How can students apply?

Email to info@nsclegal.org.au

What does your recruitment/interview process consist of?

Send in a cover letter, CV and academic transcript. We then assess each against our selection criteria + office space and availability of lawyers.

Roughly how many positions are available in 2023?

2-4

What attributes do you look for in an applicant?

Genuine care for disadvantaged clients, including clients with a difficult history of mental illness, drug misuse, trauma, prior struggles with police etc. Passion. Energy. Willingness to step out of comfort zone. Solid results especially for postgrads.

What advice do you have for students looking to apply?

There's no harm in asking. Must have a heart for the disadvantaged, that is the overwhelming majority of our demographic. Be prepared for confronting conversations with clients, because you'll be getting them shortly after acceptance.

Additional Information

Our capacity to take students depends more on the availability of lawyers and our office space, rather than anything else. There is no specific criteria that will ensure acceptance, because our availability varies with caseloads etc.

We recommend that you make an application if interested, explain the value you would bring to our very busy practice, and connect your application with our mission to help disadvantaged clients.

Nicholas Snare

info@nsclegal.org.au

10 Cobbler Place, Mirrabooka

STREET LAW CENTRE WA

What is the focus of your CLC?

Legal services for those people experiencing and at risk of experiencing homelessness.

Volunteering

Which areas of law will clerks be exposed to?

Generalised legal service with the main areas in civil and criminal areas of law.

What kind of tasks do student volunteers undertake?

- Responding to advice line calls
- Assisting with client work, which will include preparing correspondence, liaising with courts and public authorities, or preparing submissions and court documents
- Assisting with research
- Researching and developing community legal education materials

What are the skills/benefits of taking a position at your CLC?

Street Law is a specialised community legal centre providing legal services for those experiencing or at risk of experiencing homelessness. Service delivery is provided exclusively on an outreach basis by attending legal clinics co-located at community service agencies throughout the Perth metropolitan area and also through our statewide advice line. Street Law's legal services include advice, casework, and advocacy.

In addition, a comprehensive community legal education program is delivered to clients

and community workers and law reform projects are undertaken.

Street Law assists its clients with multiple different legal issues across civil and criminal law areas. Volunteers are able to be involved in assisting clients and delivering community based services, including legal advice, casework and legal research.

Do you offer any opportunities to do PLT?

Yes, we will consider applications for graduates looking to do their Practical Legal Training.

Applications

How can students apply?

Volunteer applicants should email info@streetlawcentre.org.au with a covering letter outlining why you would like to volunteer at Street Law along with a CV.

What does your recruitment/interview process consist of?

The process may consist of a formal interview with potential applicants to assess suitability for volunteer work.

Roughly how many positions are available in 2023?

The number of available positions will vary according to demand and availability.

What attributes do you look for in an applicant?

Ideally, volunteers at Street Law should demonstrate:

- Excellent communication and interpersonal skills to effectively communicate information and ideas.

- Ability to work cooperatively with others in a team environment.

- Knowledge of and/or experience in, and commitment to, working within the community legal services sector or otherwise in relation to the legal issues faced by people who are homeless or at risk of homelessness.

- Experience of working with people from diverse cultural, socioeconomic, and linguistic backgrounds, and people with substance abuse or mental health issues.

What advice do you have for students looking to apply?

Contact us with your availability and regularly check online notice boards for vacancies.

Ann-Margaret Walsh
Principal Solicitor
info@streetlawcentre.org.au
PO Box 6236 East Perth

STUDENT LEGAL ADVICE CENTRE (SLAC)

What is the focus of SLAC?

Employment and tenancy

Volunteering

Which areas of law will clerks be exposed to?

Employment and tenancy (note that we do not act for landlords and employers). We expect to add further practice areas as the organisation progresses.

What kind of tasks do student volunteers undertake?

We have two types of volunteering roles available for UWA students. First, to work as a volunteer paralegal. Second, to volunteer as a SLAC committee member.

Volunteer paralegals will be responsible for managing client intake, preparing briefing notes for solicitors, sitting in on client interviews and taking file notes, and assisting the solicitors with legal research and delivering advice.

SLAC committee members will be exposed to the operational, financial and governance aspect of running a registered charity. From time to time, this may involve drafting memorandums of understanding; conducting legal research; attending meetings with stakeholders (our committee members have sat in meetings with Chief Executive Officers, Managing Directors and the former Chief Justice of Australia); budgeting; drafting grant applications and sponsorship prospectuses and finessing the operational processes of the organisation.

What are the skills/benefits of taking a position at your CLC?

Students who are genuinely interested in being exposed to community law sphere will benefit from working as a volunteer paralegal. There is also the benefit of gaining practical experience and being supervised by solicitors. SLAC is located at UWA, so it presents an opportunity for students to work a shift in between classes; thereby making the most of limited time as a student.

Students who are interested in developing commercial skills, gaining an awareness of the community law sphere, and not-for-profit governance may benefit from volunteering within the SLAC committee.

Do you have opportunities for courtroom work/advocacy?

No. At present, we do not have the resources for courtroom representation.

Do you offer any opportunities to do PLT?

Not at present.

Applications

How can students apply?

We have recruitment rounds subject to supply and demand.

What does your recruitment/interview process consist of?

Applicants are required to submit a CV and cover letter.

Applicants who are chosen to progress through to the next stage will be interviewed and asked to complete a simple research

memorandum task.

Roughly how many positions are available in 2023?

2-4

What attributes do you look for in an applicant?

We prioritise applicants who are well rounded people. We ask that you have a genuine interest in community law, have a 'can do' attitude and are positive about learning and helping others.

We do not consider academic performance or prior legal experience to be determinative of your candidacy.

What advice do you have for students looking to apply?

Maximise the strengths of your application and your life experience. Do not feel diminished if you have had different experiences to other students around you.

Tell us why you are interested in community law, volunteering and the not-for-profit space.

Lastly, be yourself. Our volunteer paralegals work closely with each other, the supervising solicitors, and members of the SLAC committee. The more you are comfortable and present your true self, the easier it will be for you to assess us, and for us to assess you.

SLAC Executive
hello@slac.com.au
35 Stirling Highway Crawley

WELFARE RIGHTS & ADVOCACY SERVICE

What is the focus of your CLC?

Social security law and tenancy law.

Volunteering

Which areas of law will clerks be exposed to?

Social security and tenancy law.

What kind of tasks do student volunteers undertake?

Research, drafting advice to clients, helping prepare presentations for Community Legal Education, some administrative tasks.

What are the skills/benefits of taking a position at your CLC?

Improving legal drafting skills, developing skills in communicating with clients, skills in preparing CLE materials, legal knowledge in areas of practice.

Do you have opportunities for courtroom work/advocacy?

Not for volunteers.

Do you offer any opportunity for graduates looking to do their Practical Legal Training?

Occasionally, but we are a small agency.

Applications

How can students apply?

Send an email to welfare@wraswa.org.au attaching a current CV, information about availability and the contact details of two referees.

What does your recruitment/interview process consist of?

After we receive an application one of our lawyers will contact the applicant to let them know if we have a position available and if so to discuss the position and assess suitability.

We are looking for students who are available to volunteer one day a week and commit for at least 6 months.

Roughly how many positions are available in 2023? 1-2.

What attributes do you look for in an applicant?

Strong oral and written communication skills, a

willingness and ability to deal with people in stressful circumstances, reliability, willingness to listen to feedback.

What advice do you have for students looking to apply?

You can apply at any time in the year and we will consider you when we have an opening.

Additional Information

You can check out our Facebook and LinkedIn.

Catherine Eagle

welfare@wraswa.org.au

98 Edward Street

WOMEN'S LEGAL SERVICE WA

What is the focus of your CLC?

Women's Legal Service WA is a specialist gender-specific community legal centre, providing trauma-informed services to women around Western Australia who are financially disadvantaged, prioritising assisting women who have or are experiencing family violence.

In addition to poverty and family violence, WLSWA clients live with multiple vulnerabilities and complex unmet social and legal needs that creates additional barriers to accessing justice.

- Educate women to know their legal rights
- Support women in gaining equitable access to information, advice and advocacy
- Assist women to achieve fair outcomes
- Empower women to make informed legal choices

We also deliver community legal education and contribute to law and policy reforms promoting the rights of, and better outcomes for, women.

Volunteering

Which areas of law will clerks be exposed to?

- Family Law
- Family Violence Restraining Orders
- Protection and Care
- Criminal injuries compensation

What kind of tasks do student volunteers undertake?

Volunteers and students are required to:

- Work alongside lawyers or managers in the provision of legal information and assistance and other research tasks as required.
- Administration tasks as required
- Assist clients in a non-judgmental and compassionate manner

What are the skills/benefits of taking a position at your CLC?

Opportunity to observe and learn from experienced legal practitioners, take part in research and policy advocacy projects, and contribute first hand to supporting women across WA escape from FDV.

Do you provide opportunity for courtroom/advocacy work?

Only for those employed by the service who had a current practicing certificate. There is opportunity to attend court and observe for legal volunteers.

Do you offer any opportunities to do PLT?

Yes.

Applications

How can students apply?

Please email info@wlswa.org.au your resume and an overview of why you would like to volunteer with us.

What does your recruitment/interview process consist of?

Screening of written application to assess suitability, followed by an

interview. There is an induction program for successful applicants.

Roughly how many positions are available in 2023?

15 across the year.

What attributes do you look for in an applicant?

WLSWA is looking for volunteers that are passionate about working with women and committed to gender equality and ensuring the best outcomes for women in the legal system. Taking initiative, problem solving and a 'can do, will do' attitude are also important.

Sufficient use of Teams, Microsoft outlook and some knowledge of data entry is desirable.

Additional Information

Although we aim to provide opportunities for volunteers as often as possible, volunteer vacancies are always subject to our capacity to appropriately supervise.

Stephanie Monck
info@wlswa.org.au
1/445 Hay St, Perth

YOUTH LEGAL SERVICE

Suite 3 , 12 St Georges Terrace

What is the focus of your CLC?

Legal advice and assistance to young people under the age of 25

Volunteering

Which areas of law will clerks be exposed to?

We are not taking on volunteers at present.

Do you offer any opportunity for graduates looking to do their Practical Legal Training?

We do take on graduates looking to do their Practical Legal Training at various times

Applications

How can students apply?

By email.

What does your recruitment/interview process consist of?

An interview with the Director and Principal Solicitor

Roughly how many positions are available in 2023?

We already have our PLT student for 2023.

Additional Information

We are a very small Community Legal Centre and lawyers/students must be able to work in an open-plan office. We are limited in how many volunteers or PLT students we are able to take on.

Sally Dechow
yls@youthlegal
serviceinc.com.au

BOSTON CONSULTING GROUP (BCG)

How would you describe your firm's culture?

At BCG, we're proud to have a diverse workforce with a combination of unique backgrounds and cultures. We're united by our common purpose and values, curious minds, keen intellect, and powerful motivation to make a difference. By investing in diversity, equity, and inclusion, employee wellbeing and learning and development, we empower our people and as a result, deliver value to our clients.

BCG is ranked number seven among large companies by Comparably in its Top 100 highest rated companies for Best Company Culture in 2022. We are also ranked number six on the Glassdoor Best Places to Work list for 2022.

What significant work has your firm recently undertaken?

At BCG ANZ, our work spans across every significant industry and function including top businesses, not-for-profit and public sector organisations. We are also recognised leaders in social impact, climate & sustainability and Indigenous equity.

At a local level, we have recently supported Save the Children in shaping their Social Enterprise portfolio strategy and AFL Cape York House in identifying levers to increase the retention of Indigenous kids in high school.

At a global level, we have worked on the most important topics for the world's biggest companies and organisations, including being the exclusive consulting partner to

COP27.

As a new starter, our scale will provide you with the opportunity to work on and experience a broad range of problem types, exploring industries and functions before having the opportunity to specialise.

Do you offer any internship opportunities for Juris Doctor students?

We offer internship opportunities to MBA students only and due to the timing of the local university break, we do not offer Associate internship opportunities.

Do you offer Graduate Associate positions for Juris Doctor students?

Absolutely, eligible students can apply during our next Associate Campaign in early 2024. Alternatively, you can apply off-cycle anytime between June and December this year via our careers site.

Does your firm offer any international opportunities for Graduates?

International experience is critical to the diversity of views which we offer our clients and our own ability to carve our own paths

We have offices in >100 cities and have multiple mobility options including:

Cross office staffing - an opportunity to work on a project whilst being based in one of our international offices

Temporary/permanent transfers - moving your home office to another office for a set amount of

time or permanently.

Secondments - a chance to work for another company in another country for a defined period of time

What can an applicant do to stand out?

BCG seeks applicants with the following attributes:

- Someone who is creative as well as analytical, who is an excellent communicator and who has presence
- Someone who loves a challenge
- Who sees a problem as an opportunity to find a solution
- Who not only wants to make a difference but is determined to make it happen
- Who wants to move quickly to build a personally and professionally rewarding career
- Who sets ambitious goals and achieves them, who can both lead a team and work productively in one.

Mary Katergaris
katergaris.mary@bcg.com
Level 43/108 St Georges Terrace



Niamh, Associate

Beyond academia.

I chose BCG as it felt like the perfect combination of the things I loved in both my law and international relations degrees. In law, I had the opportunity to work with a range of clients across different and difficult problems and make a genuine difference to their lives. While a career in international relations would feed my desire to travel and work with people from across the world. I managed to find both at BCG.



If you are interested in exploring a career with BCG, or to register for an upcoming event with one of our Australian and New Zealand offices, visit our website or submit your application via the following link:

<https://bit.ly/BCGApplications2023>

Beyond is
where we begin.



08

Articles from the Profession

This section of the handbook contains a compilation of articles relating to the pathways that are open to law students and graduates. A range of legal and non-legal professions have written these articles. For those with aspirations in certain areas of law, we hope these articles impart some valuable information which can aid you as your career progresses.

LEGAL CAREERS AND THE JUDICIARY

The Honourable Justice James Edelman
Justice of the High Court of Australia
UWA Law School (Class of 1997)

I write to you with advice about a legal career from the perspective of a person holding a commission as a judge. The commission as a judge, in Australia, is rarely a career in itself. A person might start their career as a solicitor, very soon after qualifying, and retire many decades later as a solicitor. A person might start their career as a barrister, within a couple of years of qualifying, and retire many decades later as a barrister. A person might start their career as a legal academic and retire many decades later as a legal academic. In common law jurisdictions, none of these events are unusual. But it is extremely rare for a person to start their career as a judge. A commission as a judge is more properly understood as a stage in a person's career in the law, usually one of the latter stages — although that has not always been the case and will not always be so.

Those who read the law reports will be familiar with the names, the styles, and even hints of the personalities of some of the judges. The prospect of writing such decisions yourself might seem to be an interesting prospect. But I would discourage anyone in the early years of a legal career from thinking about the judiciary as a career. This is for three reasons.

First, it is hard to know whether you would be suited to judge others and almost impossible to know this before you have seen the law operate in practice, even if from a distance rather than as a legal practitioner. Even then, some judges, including those appointed to very senior courts, have greatly regretted the decision to go to the Bench. Others have resigned after one or two

years. Of course, there are also those who have loved every minute of it.

Secondly, thinking of the judiciary as a career option can lead to a stifling stovepipe approach to a career, and to following the most common path to the bench — years at the bar, appointment as silk, and leadership positions at the bar — even if that is not the path that is the most suitable to a person commencing a legal career. The pool for selection for the judiciary is growing wider in most common law countries. The practising profession — barristers, solicitors and government practitioners — has historically been the primary source for the appointment of judges. But that is changing. Judging is law in action. As such, it is right that the careers from which judges are chosen should be as diverse as the law itself. It should not be forgotten that in the common law, law as a university course was only conceived of in the latter half of the 19th century. Australia has seen full-time academics with very little experience in legal practice appointed as judges, such as Professor Finn appointed to the Federal Court of Australia and Justice Simmonds appointed to the Supreme Court of Western Australia. Even in England, the traditional bastion of cautious judicial appointments, Professor Burrows was appointed in 2020 directly to the Supreme Court of the United Kingdom. In other common law jurisdictions, the change came earlier and has been more sustained. For instance, in Canada, Chief Justice Laskin primarily taught law for nearly 25 years before being appointed to the Ontario Court of Appeal in 1965, after which he was appointed to the Supreme Court of Canada in 1970. Justice Beetz was similarly appointed to

the Quebec Court of Appeal in 1973 following a distinguished career largely as an academic. He was elevated to the Supreme Court of Canada after just one year. More recently, Justice Kasirer was appointed in 2019 to the Supreme Court of Canada, following nearly 20 years in mostly academia, during which he was Dean of the Faculty of Law at McGill University.

Thirdly, the most fundamental requirement for a career as a judge is judgement — but that does not come from focussing on a career as a judge. The acquisition of judgement is learned, not inherited, and evolves with experience and reflection. It does not just come from reading thousands of law reports. It comes from reading them critically with an understanding of their moral foundations. It comes from sustained reflection. I have occasionally seen law graduates who are amongst the most intellectually brilliant, already with a vast understanding of legal precedents, but with very little judgement. If you choose law as your path, find a career where you are engaged every day with your work and where that engagement stimulates critical and moral reflection. Whether or not this will be a path to the judiciary, you are more likely to find satisfaction in such a career.

PATHWAY TO HSF

Rachel Lee, Senior Associate Employment, Industrial Relations & Safety

How did I get here?

I am a Senior Associate in the Employment, Industrial Relations and Safety team. I started in January 2014 as a vacation clerk and then as a graduate in 2015 after I completed my studies at UWA. Prior to clerking I was uncertain whether I wanted to work in government, criminal law, commercial law, community law or perhaps something entirely different.

One of the key reasons I chose to work at a large commercial law firm is the opportunity to work with smart, dedicated people who challenge you to become the best lawyer possible. I have met great mentors here who have helped me shape my career direction and discover new interest areas. I have also had the opportunity to balance my passions for working on challenging, large “front page” commercial matters and pro bono human rights matters.

Secondments

Some of the other key experiences that have shaped my career journey are the secondments I have been on. This has enabled me to diversify my experience and develop understanding and empathy for the client-side.

In 2015, I undertook a six month graduate secondment to our London office. The clients that I worked with included pharmaceutical manufacturers, FMCG companies and self-driving cars. I worked with top QCs, assisted with a Court of Appeal hearing and worked on market leading advice for emerging products (including research on Twitter Tweets for a matter!). I provided EU migration law advice to vulnerable people including trafficking victims, prepared

human rights law position papers on issues such as the rights of the children of prisoners and an appeal of a murder case from the Caribbean to the Privy Council.

In 2019, I undertook a four month secondment to an employment legal role within Coles. It was great to be involved in strategic projects (involving food!) behind the scenes of a top brand. A highlight was having the Masterchef contestants cook our team dinner using Coles products paired with Coles wine, and a Mexican themed parade through the office to launch a new product.

Also in 2019, I undertook a pro bono secondment through the Jawun program to Mirima Dawang Woorlab-gerring, a language and culture centre in Kununurra in the East Kimberley. My role was to support an Aboriginal-run organisation to develop governance frameworks. This required me to experiment with different communication and consultation strategies than we would use in a commercial law firm, including by developing ideas through painting.

In 2022, I undertook a secondment to the BHP Group employee relations legal team. My role involved providing advice and representation on strategic projects and litigation across BHP’s Australian assets, with a particular focus on COVID-19 response. This was again a great new challenge to further build my professional network and understanding of how one of our firm’s key clients operates.

Senior Associate

I became a Senior Associate in July 2020. This presented an opportunity to take a greater

leadership role in my team with mentoring junior lawyers and also take on more challenging work. In particular, I have run a few merits hearings in the Fair Work Commission as advocate, involving cross-examination of witnesses. I also project managed a large matter that involved enhancing a client's sexual harassment response frameworks to support them to ensure a safe and respectful workplace, at a time when this issue was of great focus in the media.

A key difference to firm life from law school is that you have people sitting in front of you with a real problem – often involving millions of dollars and non-legal commercial risks and pressures to factor in – and no clear answer. This can be scary, but it is also what motivates you to do the best work and give a clear, commercial answer to help the client.

My advice is to always be genuine, be a person of integrity and pick the area of law that is aligned to the kind of professional brand you want to build within the market for at least the following 3 years. That said, no one knows what their 'forever' holds when they graduate – the first few years can be trial and error. Working at a large law firm employer gives you scope to change path if you need it as well as grow within your speciality once you find it.

A DAY IN THE LIFE OF A GRAD AT HSF

Calvin Rokich, Solicitor, UWA Alumni (2020)

What does my day look like as a grad at HSF?

My experience at HSF is that no day in the life of any graduate is the same, and every day is what you make of it.

To really illustrate my point, I can tell you that I am writing this article today on a plane to Brisbane to assist with interviewing a witness as part of my rotation in disputes. I have been on the team preparing this witness' evidence for the duration of my rotation, and after months of faceless Teams calls, this is the first time any of us will get to meet him.

What was it like starting at HSF?

My first rotation was in the Employment, Industrial Relations and Safety team. While I was in that team, I was lucky enough to be exposed to so many different types of work. Some days I was in court watching criminal trials or unfair dismissal hearings. Other days I was interviewing witnesses in relation to claims of unacceptable workplace behaviour. The nature of this team was that I got to work across lots of matters, between all of the partners which meant I was exposed to new and exciting work every day.

Outside of work, every week the Employment team had 'Munchin' Mondays', where someone brought in a snack for morning tea and the team had a chance to chat about what had been going on in their lives the past week. I will never forget the week that Joe, at the end of his third rotation, ordered McDonald's nuggets at 10am for everyone.

Being a grad at HSF also means organising a charity quiz night, filming a comedy skit, and perfecting a Christmas party dance routine. My favourite days at work were the ones where I had to excuse myself from a meeting with my partner to go and have a lunchtime boogie with my fellow

grads. And let's not forget having every single Friday off as study leave for the duration of PLT.

What about my second rotation?

My second rotation was in Disputes. My workday in Disputes looked pretty different to my rotation in Employment. For example, in Employment, I would be reading into new matters almost every day. However, in Disputes I had the chance to become a subject matter expert for a smaller number of larger-scale matters. My days in disputes were full of tasks like meeting with clients and witnesses, preparing briefs to counsel, doing research, and one day even doing a letter drop around Shenton Park on a Thursday afternoon.

It was during this rotation that we have had the privilege to move into brand new, beautiful offices at One The Esplanade. Now, when I need a break from work, I can pop upstairs to get a delicious \$2.50 coffee from the team at Café Maali. If I'm feeling peckish I can also treat myself to an everything escargot sourced from Goods Bakery. Yum!

What about my experience outside of the legal work?

As an out and proud gay man at work, it's important to me that when I have some downtime, I can also contribute to making the firm a place where everyone is supported to bring their whole selves to work. To that end, I am currently an active member of the Diversity and Inclusion Committee as well as the Inclusion, Respecting Identity and Sexuality (IRIS) network.

One of our big projects at the moment has been to support people with their reproductive health in the workplace, which has culminated in a national policy to provide sanitary products in every bathroom at HSF. We are also holding a firm first event where members of the team will share their experiences with reproductive health

issues in their careers. This initiative has been championed by another graduate in my cohort, Kim Shepherd, as it is an issue close to her heart.

I also had the amazing opportunity to spend a week working out of the Sydney office to attend Sydney World Pride, for which HSF was the principal legal partner. While I was in Sydney, I was able to meet lawyers from all around our global network, attend a Sydney World Pride client function, and even take a selfie with Justin D'Agostino, our global CEO. It was an experience I will not forget, and I am so grateful to work at HSF where we are not only supported, but encouraged to pursue these kinds of opportunities.

So to sum it up, a day in the life of a HSF grad is a day full of variety, fun and opportunity. My experience has definitely been that this is a firm that will get behind you and your goals.

MAINTAINING YOUR WELLBEING DURING YOUR CLERKSHIP

Jessie Knox, Solicitor at Herbert Smith Freehills

The clerkship period is challenging, particularly because it is compounded with the unfortunate timing of the penultimate year, no doubt containing the majority of the most challenging units. While there are plenty of tips and tricks that work for different students regarding maintaining mental wellbeing, here is just a few points which hopefully provide some comfort or advice to those that are about to head into clerkship season!

What strategies can you use to manage stress during the clerkship application process?

Clerkships may sometimes seem overwhelming as there are often many things to keep on top of. This includes preparing applications and interviews, conducting research and also meeting lots of new people. My best advice would be to start as early as possible in applying for clerkships. Particularly if the application period starts during the university break. This is a great opportunity to familiarise yourself with the application processes (writing cover letters where required etc.) so that the applications are complete before assignment season gets busy. Additionally, find a way to keep on top of the key deadlines such as when applications close and when your interviews are. For me, I diarised as many of those “deadlines” for each of my applications, particularly interview time slots!

Next, given that the time is stressful, it is not unreasonable to think you might have forgotten some of the wonderful things you wrote about yourself in the course of completing your applications. I found it helpful to make sure I printed each of the applications I had submitted. Then, when interviews rolled around, I could use my previous applications to remind myself of the style of questions a particular firm had asked and the kind of experiences/examples I chose to talk about in my application.

What about when it comes to offers day?

I took a personal approach to offers day. The

following pieces of advice I received worked for me:

- continue doing what you love doing to take your mind off the call(s). For me, this was taking my dogs for a run, but if for you this means going to the beach, reading a book etc. stick to that; and
- avoid other students. This was my non-negotiable. To the extent that you can take the day off uni, (or at least avoid the law library!) that would be preferable. If you are in a position to take the day off work too, that would be an added bonus!

What about during your clerkship?

If you have made it to the clerkship program, congratulations! The most difficult part is behind you! Clerking is more fun than you may think - there are lots of activities such as welcome and farewell lunches and morning teas, clerk bonding activities and often volunteering with the firm’s charity partner(s).

During the clerkship, try as hard as you can not to compare yourself to the other clerks. Try to remember that the firm has already considered your application in detail and felt confident that you would be a great fit for the firm - so have faith in the firm’s faith! Participate in the “extra-curricular” events at the firm that work with your personality. If for you, that is participating in the firm netball team or staying for Friday night drinks – commit to that, but certainly do not feel like you have to go to every function. On this note, I reminded myself that the firm is unlikely to hire identical graduates, so there is really no need for comparison to one another.

Lastly, remember that almost all firms will have some sort of Employee Assistance Program which will be made available to all employees. This is always a point of contact if things begin to feel overwhelming.

Best of luck!

10 THINGS I WISH I KNEW BEFORE MY CLERKSHIP: ALLENS

As a law student, you probably have lots of questions about clerkship programs. Clerkships offer invaluable first-hand experience and often act as a stepping stone to bigger things, with many people going on to graduate positions afterwards. We spoke with recent Allens graduates who offered up some great advice on things they wish they knew before beginning their clerkship.

Everyone wants you to succeed.

You aren't expected to know it all, and mistakes are a given and an important part of the learning process. We're here to support and guide you through your clerkship. Our firm is filled with excitement each time a new clerk cohort starts with us, so make the most of the enthusiasm! Be eager to learn, maintain a positive attitude and ask for feedback on your work. Our clerks are allocated a network of mentors who provide work, oversee your development, and support you during your time at the firm and beyond.

Partners are just regular people.

As a law student, you may feel intimidated by senior lawyers but just remember they were once in your shoes, remember what it's like, and are genuinely interested in you, your experiences as a student and relating to you person to person. Approach them just like you would any other person you encounter in a professional context.

Ask a lot of questions!

We don't expect you to know everything, but we do want to see that you are interested in learning. If you aren't sure about something, don't be afraid to ask a colleague. If you get lost halfway through a task, go back to the person who gave you instructions – they will appreciate you checking in. It can be easy to waste time trying to figure something out yourself, when all it takes is a few minutes to ask a question and move a problem along.

Accept the coffee catch up.

Even if you've already had multiple coffees!

(Get a tea or a decaf instead). Sometimes people overthink tasks and convince themselves they're too busy for a quick coffee, but in reality, you'll almost always have time. After all, getting to know your team is one of the most important parts of a clerkship, and doing so over a coffee is a great opportunity to ask questions.

Be open minded.

And enjoy the experience. Your clerkship is an opportunity to try a range of different work types, so keep an open mind and expose yourself to as much variety as possible. It's also a great opportunity to meet lawyers from all kinds of backgrounds, so don't be afraid to reach out. There's a lot of knowledge to be gained if you're open to receiving it.

Get involved!

As a firm, Allens has a strong commitment to driving change and shaping the future – in our clients' businesses and industries, in our communities, and in our own firm. There are endless opportunities for you to contribute and make a difference, so don't be afraid to follow your passions, put up your hand and take advantage of opportunities to get involved in the life of the firm.

Communication is key.

And it's important to speak up if you're unsure about something or need help – all you need to do is ask! Our people are more than willing to assist as they've all been there before. It's important to remember you're part of our firm when you start as a clerk – we see you as our next graduates and lawyers, so don't be nervous to say hello and chat to your peers.

Recovery time is essential.

Ensure you're getting enough rest throughout your clerkship program. Navigating nerves and excitement in a new environment, combined with new learnings will mean you'll need down time and eight hours of sleep each night.

Write a list of everything you want to achieve.

It's important for your development that you are exposed to a number of pieces of work varying in nature and complexity throughout your clerkship. We encourage you to proactively ask for work and seek out feedback to ensure you're getting the most out of your experience.

Be yourself.

And the type of person you want to work with. We value authenticity and we want to work with clerks and graduates who value this too. Diverse perspectives help solve complex problems, strengthen teams and enrich client relationships. The more you enjoy working with a diverse range of people, the greater your success will be. It's easy to be intimidated by others who are naturally more extroverted, but if you're an introvert there is no need to pretend you are not. At the end of the day, being yourself will allow you to do your best work and forge the most authentic relationships. On the other hand, if you're an extrovert, embrace it and don't be afraid to let your voice and personality be heard!

So there you have it – 10 things you now know before you begin your clerkship.

LIFE AT A GLOBAL LAW FIRM: ALLEN & OVERY

Simon Bourke, Lawyer at Allen & Overy

Graduate program

The Graduate program at Allen & Overy (A&O) consists of two six-month rotations, as well as an optional third rotation. In any law firm, it's important to get exposure to different practice groups. Even if you don't settle in a particular team, you'll develop different skill sets, meet different people inside and outside the firm, and discover new areas that interest you.

I completed my first rotation in the Energy and Resources Corporate team. In this team, my work involved helping to draft contracts, preparing legal advice, assisting in negotiations, and conducting due diligence (reviewing a company's affairs to identify potential liabilities or problems). In addition to mining and gas matters, I had the chance to get involved with renewable energy and hydrogen projects, and prepare presentations to clients on why and how to decarbonise their operations.

I then completed my second rotation in the Litigation and Arbitration team, where I later settled. In Perth, A&O mainly acts in large arbitrations between international corporations or governments, generally based between at least two countries. In this team, I've been responsible for drafting submissions, affidavits and advice; interviewing witnesses and drafting witness statements; conducting case research; and assisting with document reviews and discovery. I've also expanded my interest in renewable energy by getting involved in A&O's Climate Change focus group.

The Perth office at A&O is very collaborative, and so you get the opportunity to really get to know everybody in the office. It also means that in every team you get lots of opportunities to work one-on-one with partners and senior lawyers. Even as a fresh graduate, you feel like your work really matters, you're given a lot of responsibility and trust, and senior lawyers listen to and value your opinion. At the same time, you're provided

with lots of ongoing guidance and mentorship, so you never feel like you've been thrown in the deep end.

Global law firm

The thing that most surprised me starting out at A&O was just how integrated the international offices actually are. It's common practice for multiple offices to work together on the same matter, each providing their expertise on a particular part of the transaction. For example, we might advise on a resources project in Indonesia, under a contract governed by English law – in which case, our Indonesian office will lead discussions with the client, the London office will give advice on English law, and the Perth office might offer our expertise on how resources projects operate.

Similarly, when a dispute I'm working on involves a discrete question on how the law works in a particular country, I can send an email or make a phone call to the A&O office in that country to get the local perspective on the question. I might also volunteer to join a pro bono team helping to advise an international NGO on how different countries across the world approach a legal issue (such as refugee law), so they can use that to inform their advocacy on large-scale, global issues. There are also opportunities for lawyers at all levels to seek an opportunity to undergo a secondment in an international office.

All in all, working at a global law firm means that you get to work on things that really matter, in ways that will encourage you to push your own boundaries and develop as a better lawyer and person.

LIFE AS A GRADUATE AT A NATIONAL LAW FIRM: CLAYTON UTZ

Amna Parvez, Lawyer

I came into law from a health science background and did not know the legal industry as well as most law students. So, when it came to clerkship applications, I felt quite lost about which firms to apply to. I found large commercial law firms intimidating and wondered whether they would be the right fit for me. Further, I found the clerkship application process of many firms to be strenuous and anxiety inducing, which also shied me away.

I applied for a clerkship at Clayton Utz because a fellow law student was working at the firm as a paralegal at the time and had a very positive experience. Clayton Utz had a pleasantly simple application process and provided thorough support during the interview stage by appointing each interviewee a buddy. I was fortunate enough to be offered a position in 2020's Summer 1 Clerkship Program.

As a clerk, I was warmly welcomed by the people at Clayton Utz. Everyone was friendly and had a down to earth personality. I was given interesting and challenging tasks and provided plenty of support and feedback. I did not feel intimidated or out of place at all, as I had feared I would. After my clerkship, I continued at Clayton Utz as a paralegal in 2021 and then started as a graduate lawyer in 2022.

Graduates at Clayton Utz start their career with a two-week PLT workshop and a week-long orientation program that is attended by all national graduates. My orientation program occurred during the COVID-19 border closure period, so I attended my orientation in Perth. However, graduates normally go to Sydney for orientation week. During orientation week, graduates spend plenty of time together which really kickstarts team bonding and work friendships. This makes the graduate social events and daily work life a lot more fun. Some of the social events my graduate cohort attended included a paint and sip class, mini golf, and graduate dinners.

Clayton Utz is a leading independent Australian law firm. However, it has strong working ties with many international law firms and clients. This makes Clayton

Utz lawyers well equipped for international working opportunities and external secondments. The Perth office has a wide range of practice areas including Commercial Litigation, Restructuring and Insolvency, Corporate M&A & Capital Markets, Real Estate, Environment & Sustainable Development, Banking and Finance, Workplace Relations, Employment & Safety and Major Projects & Construction – there is something for everyone! These practice areas open doors for graduates and lawyers to transfer their career into any sector and direction.

What sets the Clayton Utz graduate program apart from others is that it offers graduates three six-month rotations instead of the industry standard of two rotations. Graduates who have an interest in a wide variety of areas of law or those who are looking to explore their options are well suited for this type of structure. My first rotation was in Restructuring and Insolvency, a practice group for which Clayton Utz is the industry leader. Currently, I am on my second rotation in Major Projects and Construction, where I have worked with many international clients. Both rotations have involved incredibly fulfilling work with hard working and motivated team members.

Another reason why Clayton Utz stands out for me is because of its dedication to pro bono work. Currently, Clayton Utz is the only leading Australian law firm with a separate Pro Bono practice led by a Pro Bono Partner. It is also the law firm that consistently provides one of the highest pro bono contributions in the industry each year. As a graduate, I was given a pro bono matter to work on. I was also seconded to Law Access to provide pro bono legal assistance to the not-for-profit. I really value this dedication to vulnerable members of the community and take pride in the pro bono services of the firm.

Overall, my time at Clayton Utz for the past 2.5 years has been incredibly rewarding and enjoyable. It has significantly changed my perspective of what it is like to work at a large commercial law firm. I highly recommend everyone to apply for a clerkship at Clayton Utz.

THE IMPORTANCE OF DIVERSITY IN A FIRM: MINTERELLISON

Jan Deptula, Senior Associate, Insurance & Corporate Risk

By now, you will be scoping out your entry into the legal profession and thinking about what you value in a potential future employer. Over the years I have seen a welcomed increase in promotion of diversity and inclusion among employers and an increasing demand from employees to work for organisations where these values are central to the culture.

Having had the benefit of some years in practice, I can confidently say that there are many benefits of having a diverse and inclusive workplace. From a social aspect, a diverse workforce will foster cultural competence by exposing a workforce to people from different backgrounds, with different life experiences and different perspectives. It has the real potential to break down stereotypes, which leads to people being more accepting and inclusive of others. This has a flow-on effect of fostering open-mindedness, respecting alternative points of view and combatting discrimination.

It will come as no surprise that clients, competitors and stakeholders come from all walks of life. A diverse team is better placed to represent a client more effectively, allowing for broader insight into the client's (or the client's representatives'), motives or intentions, goals, struggles and practices. Having a more diverse team leads to better results by being able to provide better ideas and deliver the best outcomes. This assists in building a relationship of trust and confidence.

Diverse and inclusion encourages innovation. Diverse teams can better formulate alternative strategies based on each individual's point of view. Different points of view will assist in evaluating the benefits and disadvantages of one argument or strategy over another.

In my experience, a diverse and inclusive environment provides a more pleasant atmosphere

where people are happier, more engaged and, in turn, more productive. Whilst every individual has their own career aspirations and goals, most people who are happy and engaged at work are more likely to remain at their workplace. This creates stability for clients (something clients appreciate) and for a workplace.

Whilst there are differences in opinions on how diversity and equality ought to be achieved, there is an increasing expectation that workplaces will take active steps to promote and achieve diversity. As you begin your respective careers, you'll undoubtedly experience an intense journey of fun, learning, achieving (and, yes, even sometimes falling short of) life and work goals. The psychology of comfort is certainly outside the scope of my expertise. However, naturally, we all want to feel included and comfortable – a place we feel safe and familiar – somewhere where you don't feel as though you are an outlier to a dominant group. This is achieved through a workforce that is diverse and inclusive in social or socio-economic background, age, race, gender, sexual orientation and more.

You might assess a firm's commitment to diversity and inclusion by looking at how it promotes and achieves diversity and inclusion in the workplace and outside the workplace. Of course, I'd never be so shameless as to use this forum as a plug... By way of example, you might consider the ways in which a law firm (such as MinterEllison – oh dear, how did that get there?!):

- encourages and implements flexible work arrangements (something that might be attractive to people with out-of-work commitments, such as caring responsibilities);
- participates in activities that facilitate access to justice, by way of secondments to Street Law Centre, Law Access and Circle Green

Community Legal Centre;

- offers pro bono legal services to organisations and causes promoting social justice, such as legal assistance to Uniting WA to establish and provide short and medium-term accommodation for women who are homeless or at risk of homelessness;
- volunteers staff hours towards empowering young people through a community investment program, such as providing mentorship to students from schools in less advantaged areas through the Australian Business and Community Network (donating equipment to the community in this way might be another example);
- promotes, participates in and celebrates LGBTQ+ days of significance, such as holding staff events for IDAHOBIT, Pride and Wear it Purple day, participating (and facilitating staff participation) in events celebrating defining moments for gay rights like marching at Mardi Gras, encouraging private donations (and matching those donations) to organisations supporting opportunities for LGBTQ+ Australians, such as donations to the Pinnacle Foundation, which awards multi-year scholarships and mentoring to young students who have encountered challenges arising from their identity.
- provides access to resources, support groups and committees that encourage diversity and inclusion to its employees.

MinterEllison's culture is one of its greatest strengths, as it prioritises diversity, inclusivity, and a supportive work environment. This means that you can bring your whole self to work, without feeling the need to hide aspects of your identity or conform to certain norms. I firmly believe that job satisfaction is not solely determined by job title or project value, but rather by the overall work experience. As you explore your career options, I encourage you to look into a company's efforts towards diversity and inclusion and assess whether their work environment aligns with your personal values and expectations for day-to-day satisfaction.

LIFE AS A SUPREME COURT JUDGE

The Honourable Justice Andrew Beech Supreme Court of Western Australia

I have been a Judge of the Supreme Court of Western Australia since June 2007 and a Judge of Appeal, thus sitting exclusively in the Court of Appeal, since 2017.

Like the work of lawyers, working as a judge is often both challenging and rewarding. Some of the challenges arise from the nature of the judicial task, which involves identifying the relevant legal principles, ascertaining the salient facts and determining the manner in which the principles apply to those facts. Other features of the judicial task can present challenges, such as the serious consequences of a decision and, at times, burdens arising from the volume of work that must be done.

At the same time, many of these features of the judicial task can make it a rewarding one. The proper discharge of the judicial function can fairly be seen as an integral element of our system of governance. Playing a part in that can be satisfying. Also, (fortunately for a person whose role requires writing many judgments) I often find considerable satisfaction in the process of reaching a decision by the process I have just outlined and writing a judgment to explain the decision and the reasons for it.

A hallmark of my years as a judge, as well as my years as a lawyer, has been the breadth and variety of the work I have done. That is something I have greatly enjoyed - the aphorism that variety is the spice of life reflects my perspective - and from which I have, I think, benefited to a significant extent. When you go into practice, there may be many forces at work tending to encourage you towards specialisation. There are, of course, considerable benefits in acquiring specialist knowledge and experience in particular areas of law. Nevertheless, I see great benefit in making an effort to develop a breadth of legal understanding and legal practice.

For entirely understandable and sound reasons, most of your courses in law school will be subject specific. I encourage you to make the most of

those that are not, and more generally to think about the law across the, at times, artificial categories of different legal subject matters.

One of the reasons I find my job so interesting is that, even nearly 40 years since I left law school, I am still regularly learning. I think it is good to approach your study of the law in a framework where you want to learn as much as you can at this stage, but you also appreciate that none of us ever reaches the point where we know it all - indeed, none of us ever gets close. Dare I say it, but it's even true of your lecturer!

In contemporary times, employer expectations as to the hours of work of lawyers are more demanding than ever. I suspect that, in some respects at least, similar pressures are experienced by students in the JD, many of whom do substantial hours of paid work in addition to their study commitments. In my view, it is vitally important to regulate your hours of work in order to ensure a healthy, balanced and meaningful life. I encourage you to take steps to do this as a law student - the earlier you form good habits the better.

LIFE AS A MAGISTRATE

Deputy Chief Magistrate Elizabeth Woods

On 5 July 2019 I completed my 20th year as a Magistrate in Western Australia, a milestone that was marked at the Women Lawyers' dinner in March 2020.

I commenced Articles at the Crown Solicitors Office in 1983, amazing to think 40 years have passed, and exciting that I am still enjoying every day that I come to work.

I attribute my longevity and enjoyment to the people I work with, the variety of work I do and the fact that there is at least one challenge every day.

The Magistrates' Court is like no other. There is volume, complexity, variety, self-represented accused and the need to constantly make decisions. You should never lose sight of the fact that we all have a responsibility to treat people with respect, their matter with objectivity and apply the law to reach a just outcome. The Magistrates Court is not a battleground. It is a place that most of the population will never visit. It should be solemn but show empathy, there must be a decision and sometimes the consequences on lives are significant. Most of all people should leave believing they were heard and had an opportunity to put their case. The Magistrates Court is the shop face of Justice and Magistrates state-wide are very conscious of this position.

The Magistrates Court has locations across the State from Kununurra in the north, Kalgoorlie to the east, Albany and Esperance to the south. These are the locations where Magistrates learn their craft. Appointments are for 2-5 years in these locations and then there is the prospect of a metropolitan court or Perth. Apart from knowledge of the law, survival in these country locations is dependent on building strong relationships with your court staff and support at home. Of course the assistance provided by Aboriginal Legal Service and the Legal Aid Commission in these locations should never be underestimated.

To survive and thrive as a Magistrate requires

a sound knowledge of the law, an ability to get comfortable with new areas of law quickly, robustness, pragmatism and life experience. The major change in my time as a Magistrate is that when I commenced people would come to the Court with an expectation that they would leave that day with a decision and it would be over. Now as the charges in the Court become more complex and sentencing has become an art form in itself, this is becoming less and less the case and unfortunately people spend far too long in the system-a delay that everyone involved contributes too.

When I am asked to do a presentation to the profession my advice is always "preparation is the key when appearing in court. Know your audience, know your brief and don't fudge because one day you will be caught out". When I am giving advice to new Magistrates it is "be prepared to make decisions and lots of them. Whenever possible, finalise matters because none of the decisions get easier with time. If you must adjourn then do it for a short time because otherwise you will have heard so many new matters you simply won't remember the intricacies of this one."

There is an application process to become a Magistrate. You must address selection criteria and if shortlisted there is an interview. To be successful as a candidate you need to demonstrate an understanding of the law as it applies to the jurisdiction but also life experience that will put you in a sound position when making the various decisions required that are not necessarily legal but require judgement of a different kind. Appointment as a Magistrate is not the beginning of the road to retirement. The Court is dynamic, changes are frequent in jurisdiction, legislation and process. If you are not comfortable with change and making decisions then you should consider whether this is the career path for you.

LIFE AS A BARRISTER

James Nagle (Barrister, Francis Burt Chambers)

In 2007, I commenced my tertiary education at UWA, studying a Bachelor of Laws and a Bachelor of Economics. Unlike the present cohort enrolled in the Juris Doctor, I was 17 and fresh out of high school when I began studying law, with only the vaguest idea as to what it was I wanted to pursue upon completion of my studies. During the course of my degree, and in my jobs that followed, I was fortunate to be exposed to people who became the most profound influences in my adult life, and who shaped what has been an incredibly rewarding journey so far. If there is one message to take from this brief article, it is to seek out positive influences and mentors during your study and in your career and to maintain those relationships.

Any career, when summarised, can look as though it was all by design and without its significant highs and lows, however I can assure this was not my experience. My experience has taught me there will always be highs and lows, things do not necessarily go to plan, and it is crucial to find what it is that truly interests you and to do your best to surround yourself with people who will teach and mentor you as much as possible to advance those interests.

Starting with my time at university, I was by no means a model student in my approach to study (at least not in my first year). Initially I saw university as a means to an end and did little more than cram in knowledge before an assessment for the sole purpose of achieving grades. My motivation was born out of competition with friends and other students, however, in time it developed into a genuine interest in the law. About halfway through my double degree, I decided I wanted to pursue a career in law, which gave rise to a new motivation: get a job. I accepted positions as a vacation clerk at various law firms, which led to a part time job as a paralegal at Herbert Smith Freehills while I studied. My intention was to obtain a graduate position at Herbert Smith Freehills and to work in the mergers and acquisitions team there. This was

because I considered mergers and acquisitions aligned with the areas of law that interested me, and because I thought it would lead to a lucrative career in one way or another. Towards the end of my degree, a good friend of mine asked if I had applied for a position with a judge at the Supreme Court, as applications were due the following day. I made a last-minute application and was offered the position of Research Associate to the Hon Justice Pullin and the Hon Justice Murphy in the Court of Appeal. I informed Herbert Smith Freehills of the offer and was advised that there were very few (if any) deferred offers being made for graduate positions. I decided to risk it, and I accepted the role at the Court and was fortunate to also be offered a deferred spot with Herbert Smith Freehills.

My experience at the Court was invaluable and has shaped my career. It opened my eyes to a world I had not been exposed to in my relatively sheltered existence, or my understanding of the practice of law through the lens of commercial law firms. I primarily worked for Justice Murphy following Justice Pullin's retirement in April 2014. The approach to legal analysis at the appellate level was beyond anything I had learnt or experienced prior to that point, or since. It has been instrumental to my understanding of the standards that should be strived for when practising as a lawyer, and what is required of practitioners in the resolution of legal issues.

Despite my positive experience at the Court, I maintained my intention to become a mergers and acquisitions lawyer and my first rotation at Herbert Smith Freehills was in that team. Gradually it dawned on me that I did not want to be a "front end" lawyer and eventually I formed the view that going down this path had been a mistake. This was a challenging time and I considered leaving the law altogether and pursuing a career in management consulting. I also considered moving in-house, government roles and other opportunities overseas. Fortunately, I

had remained in contact with Justice Murphy, who provided me with sound advice, and I benefited from helpful advice from certain partners at Herbert Smith Freehills with whom I had formed a bond. After honest self-reflection as to what it was that I really wanted to do, I decided that I wanted to learn the skills necessary to ultimately move to the bar as a barrister. In short, this was because my interest in law was really founded in legal analysis and problem-solving (no offence to “front end” lawyers). This was a substantial detour from where I had directed myself, and one which I would never have considered had I not had my year at the Court, which (as I explained above) only occurred due to a chance I took.

I resigned from Herbert Smith Freehills in late 2017 and started working in litigation for Sam Dundas, who had previously been in the litigation team at Herbert Smith Freehills and at that time was a partner at HWL Ebsworth. This was, of course, a risk, and not one that all of my colleagues supported. After all, I was leaving the prestigious Herbert Smith Freehills. I quickly realised that this was the right decision, and I thoroughly enjoyed working for Sam, who was a terrific mentor and teacher. I continued to work for Sam at King & Wood Mallesons until I resigned at the end of 2022 to join the bar. I enjoyed some of the best years of my career so far while working with Sam and his team at King & Wood Mallesons.

My career began with a fairly specific plan, which evidently was not followed. I hope that what comes through from the brief description above is the importance of, first, finding what it is in the law that interests you and what you want to do in the long-term. This might involve making changes, which may involve taking risks, although in my experience this has been worth doing in the long term. I do not believe in simply accepting circumstances or wasting talent. This does not mean making ill-considered or arbitrary choices over important matters, but it does mean overcoming the natural inclination that resides in many people attracted to a career in law to

avoid any risk at all. Second, to do your best to find people who you believe will be good mentors, and to seek out their assistance and guidance as much as you can. I have been surprised by how much people have been willing to help me over the years.

I have only been at the bar since 1 February 2023, however it has been a very positive experience so far. The level of support I have received in moving to the bar, and since starting, has been tremendous.

LIFE AS AN ARBITRATOR

‘A different kind of career in dispute resolution’

Leon Firios (Barrister, Quayside Chambers)

Coming out of law school, students are confronted with a range of possible careers and need to choose a path. Some students know where they are going. Some have no idea. Others do not even know that they have no idea. I probably fell into the latter group.

If you enter commercial private practice, there are basically two choices. You can be a transaction lawyer or a disputes lawyer. Transaction lawyers create things: mergers and acquisitions, banking and finance instruments, resources supply agreements, and so on. Disputes lawyers tear things down: they arrive on the scene when the parties are at war. Students who enjoyed reading cases and problem solving usually gravitate to the disputes field.

I was interested in disputes and took my first job as a judge’s associate at the Supreme Court. It was a soft landing because I had no discernible legal skills, and my job was basically to spend the day watching court untroubled by the time sheets and billing targets that would later follow. After that, I joined the disputes team of a large law firm in Perth. I chose the firm mostly because some of my friends were going there and it seemed like a good idea at the time.

I spent a couple of years at the firm and then had the opportunity to do an LLM at Harvard. After graduating I searched for ways to postpone the retreat to Perth and stumbled upon an opportunity to join a new international arbitration boutique in Paris called Three Crowns LLP. 3C was a start-up firm created by a breakaway group of partners from the international majors like Freshfields Bruckhaus Deringer.

I took the job, undeterred by having barely scraped through year 10 French. In those early days, we were holed up in temporary offices on rue de la Paix, wedged between Place Vendôme and Opéra Garnier and above a Piaget shop. The partners chain-smoked cigarettes at their

desks. We later moved to luxurious offices on the Champs-Élysées next to George V. Outside my office window was the Arc de Triomphe. Across the road was Fouquet’s. The partners now had ashtrays for their cigarettes. It was all rather surreal for a lowly boy from Perth.

Paris is one of the major arbitration centres in the world, alongside London, Geneva, Singapore, Hong Kong, New York, and Stockholm. There is arbitration work in most places, including Australia, though not to the same degree as these hubs.

International arbitration is big business. It has become the standard way of resolving disputes arising in international trade and commerce. When international parties do business, neither wants to be dragged into the adversary’s home courts, and so they choose arbitration in a neutral location. Thousands of cases are commenced around the world each year. There is enough work to sustain large law firms with dedicated teams, and even entire law firms doing nothing but arbitration like 3C.

I fell into arbitration in Paris largely by accident and as a lark, but ended up staying for some five years. Apart from drinking a lot of wine, life generally involved working on large arbitration cases with frequent travel. My work took me to Stockholm, Lisbon, Geneva, London, Berlin, Athens, Prague, Vienna, The Hague, Tokyo, New York, and elsewhere. The working culture was demanding but interesting in many respects. Cases ranged from things familiar to Western Australia, like construction disputes and resources matters, through to the exotic like claims concerning sensitive military hardware and the redrawing of state boundaries.

Because of their international setting, arbitration cases routinely involve staggering sums. The biggest case that I worked on was a claim exceeding \$18 billion against a state-owned entity of a not-

so-reputable nation. It was not uncommon for cases to have a geopolitical dimension. Another case that I worked on had its genesis in a failed project to reduce the EU's dependency on Russian gas. Recent events have placed that in a different light.

G. K. Chesterton said that the object of travel is to set foot in one's own country as a foreign land. Working overseas does that by exposing you to other legal cultures and ways of being that you would not otherwise see as a lawyer in Perth. Toiling away in Perth can sometimes cause one to forget that there is more to the practice of law than the Anglo-Australian tradition we happen to have inherited.

It has been said that the best advice one can give to a child is to choose your parents wisely. We are all to some extent context dependent. But Roberto Unger reminds us that we are each capable of exceeding our circumstances. Although it may sometimes seem that Perth is a long way from nowhere, and the choices are limited to choosing a side of St Georges Terrace, there are always alternative paths. It could be arbitration, or it could be something else. The point is that there are different kinds of careers in dispute resolution if you have some imagination and are prepared to work hard and take the occasional risk.

LIFE IN POLITICS

‘From Law to Politics (via a few other things)’

Kate Chaney MP - Federal Member for Curtin

I was at UWA Law School from 1994 to 1997. It was a fantastic time of my life and I learned so much that I have carried with me through my meandering career so far.

Straight after uni I practised at Blake Dawson Waldron (now Ashursts) in Sydney, before going back to complete a Masters of Business Administration at the Australian Graduate School of Management. Since then I have worked in strategy consulting at the Boston Consulting Group (a couple of times), in the corporate world in a range of diverse roles at Wesfarmers Limited (Aboriginal affairs, innovation and sustainability), in strategy in the community services sector and now as the first female Western Australian Independent Member of Federal Parliament, representing the electorate of Curtin, which is west of Perth city from Karrinyup to Mosman Park.

The most important thing I learned at Law School was how to structure an argument. This has been useful in every job I’ve had since – knowing how to use words to clearly articulate your thoughts into something logical is an incredibly versatile skill. It was at uni that I realised how much harder it is to express something succinctly, but also that it’s worth the effort.

Another transferable Law School skill is assimilating a large amount of information and pulling out the key points. While it may not be called the ‘ratio decidendi’ in non-law life, being able to put your finger on the most important part of an issue is always useful.

In my current role as an Independent Member of Parliament, I have had to refresh some legal skills I haven’t used for a while, for reviewing and negotiating improvements to legislation. While my legal skills are a bit rusty by now, I do sometimes wonder how my parliamentary colleagues without a legal background manage it.

While these ‘harder’ legal skills have been useful, the parts I remember the most are the good times

I had outside class, which I think contributed as much to my education as the lectures. I was involved in lots of clubs on campus, including Uni Camp for Kids, the Student Social Club (which used to run the Tavern), the Uni Dramatic Society and even the inaugural Leisure Club committee.

Through these clubs, I learned so many life skills – how to listen and talk to people who have a different perspective, how to work together in a team for a common purpose, how to motivate people to put in effort voluntarily and the importance of taking action on things you care about, rather than waiting for someone else to do it. I also met my husband, which would have to count as a pretty positive side benefit!

When I agreed to run as an Independent for Curtin last year, a number of old friends from uni came out of the woodwork to help my campaign, reminding me of the deep roots I laid down in those years.

I have no regrets about my decision to study and practise law, even though I moved on to other things – it has been an excellent grounding.

As you head into your uni life, you get to decide what to make of it. No one else will make your uni experience meaningful for you, but if you decide to, there is so much on offer.

WORKING AT THE OMBUDSMAN

Life at the office of the Western Australian Ombudsman

Emma Obst, Acting Assistant Ombudsman Administrative Improvement

Introduction

In 2014, after completing my Bachelor of Laws and Bachelor of Commerce at UWA, I joined the office of the Ombudsman (**Office**) as a Senior Project and Executive Services Officer, working in the Executive Services team and am now the Acting Assistant Ombudsman – Administrative Improvement, responsible for undertaking and leading the Office's major own motion investigations into systemic issues of public administration.

We offer a range of clerkships, internships and entry level opportunities for students studying law and those who have recently completed their degree, and I hope this article sheds some light on the range of opportunities available for those interested in building a career in administrative law or working at the office of the Ombudsman in the future.

About the Western Australian Ombudsman

Ombudsman Western Australia is one of the oldest Ombudsman institutions in the world. The Ombudsman is an independent and impartial officer who reports directly to Parliament. The Ombudsman receives, investigates and resolves complaints about State Government agencies, local governments and universities, undertakes own motion investigations, reviews child deaths, reviews family and domestic violence fatalities and undertakes inspection, monitoring and other functions. The Ombudsman concurrently holds the roles of Energy and Water Ombudsman and Chair, State Records Commission

In May 2021, the Ombudsman, Chris Field, commenced a four-year term as the President of the International Ombudsman Institute, the first Australian to be elected President in the 43-year history of the Institute. His appointment also marks the first time that a President has been elected by International Ombudsman Institute members

Working at the office of the Western Australian Ombudsman

No two days working in the Office are the same and our work is incredibly rewarding. I have been very fortunate to have had the ability to work on a broad range of matters in a wide variety of roles, and with some incredible mentors since joining the Office, which I have tried to summarise as briefly as possible for this article.

I began working as a Senior Project and Executive Services Officer in the Office's Executive Services team, which brings together the office's governance and reporting arrangements; media, communications, publications and event management activities; strategic and executive research and projects; and whole of office programs and systems. In this role, I was able to continue to build and develop my skills in legislative development and policy analysis, while working on diverse projects including:

- managing the promotion, planning, budget and operation of an international conference on child death and family and domestic violence fatality reviews hosted by the Ombudsman;
- developing a five-year awareness and accessibility plan for the Ombudsman Western Australia, including forward planning and scheduling for the office's metropolitan, regional and prison awareness and accessibility programs; and
- conducting legislative and operational analysis for the Ombudsman relating to proposed new functions for the Office.

In 2015, I moved to the Office's Investigations and Legal Services division and worked as a Principal Investigating Officer, responsible for leading and undertaking investigations into the most complex and sensitive complaints received by the Office, and providing related legal research, analysis, and advice under the supervision of the Principal Assistant Ombudsman. In this team, I also worked on:

- creating and delivering training packages for staff on the Office’s jurisdiction and complainant standing;
- priority investigations, including local government and planning complaints, international student complaints and internal reviews;
- resolving a series of investigations in the Office’s energy and water jurisdiction involving large numbers of complainants, requiring expert engineering advice; and
- mentoring other team members, creating an induction package for the team and updating the standardised letters, notices and requests used by the team to reduce investigation times and improve consistency.

Subsequently, in 2017, I spent short periods acting as the Director Intake, responsible for assessing, investigating, allocating and resolving complaints received by the Ombudsman about State Government departments and authorities and energy and water services. The team also handles all enquiries from members of the public, promotes awareness of the Ombudsman’s work and facilitates relationships with key stakeholders. I also acted as the Director Complaint Resolution, who is responsible for leading and managing the Office’s early resolution team, which uses an informal investigatory approach to give public authorities the opportunity to provide a quick response to the issues raised and to undertake timely action to resolve the matter for the complainant and prevent similar complaints arising again.

Since 2018, I have been a part of the Office’s major own motions investigations team, leading our own motion investigations into systemic issues of public administration. This has involved being the lead author on our last three own motion investigation projects:

- Preventing suicide by children and young people 2020;
- A report on the steps taken to give effect to the recommendations arising from Preventing suicide by children and young people 2020 (2021); and
- Investigation into family and domestic violence

and suicide (2022).

Internships, Clerkships and Graduate Roles

Currently there are a number of paths to gaining experience or employment in our office as follows:

For UWA students:

- We take 4 interns per annum through the McCusker Centre for Citizenship
- Currently we take two JD interns during Semester 2

For law students from all Perth Universities

- We offer two seasonal clerkship positions in the university summer vacation through the WA Jobs Board
- We also advertise other available graduate and entry level staff positions through the WA Jobs Board.

Working in the Office is a great opportunity to experience a non-traditional path in the law, and offers an excellent work-life balance, and many avenues to build and develop your strengths through work in our different teams and jurisdictions. I highly recommend applying for these opportunities as they arise if our work appeals to you, and I am always happy to chat or answer any questions you may have about our work or the Office.

LIFE AT THE SSO

Working at the State Solicitor's Office

Alex Gibson

Introduction

I am a Law Graduate at the State Solicitor's Office (SSO), having commenced in January 2023. Prior to that, I was Associate to the Honourable Justice Archer at the Supreme Court of Western Australia and a JD student at UWA (including a stint as Blackstone Competitions VP). With that in mind, it is an honour to have been asked to share my experiences at the SSO and (hopefully) shed some light before you delve into the seemingly impenetrable mire of clerkships and graduate positions.

In certain respects, a job (and, indeed, a clerkship) at the SSO is fundamentally different to those in commercial firms. The SSO provides opportunities to graduates which, frankly, are not available elsewhere. The purpose of this piece is to highlight some of those differences and opportunities, while also providing some insight into the Law Graduate position.

Work of the SSO

Generally

Before I address the Law Graduate position, it is worth attempting to answer a question that has perplexed many a law student as they write a late-night clerkship application — what does the SSO do? There is a misconception that lawyers at the SSO practise exclusively in 'public' law, such as administrative or constitutional law. It is true that, unlike commercial firms, the SSO does not have 'private' clients. However, the work of the SSO is not limited to public law. The astute amongst you will have noticed that I said that I would attempt to explain what the SSO does. The astute and sceptical amongst you may have asked: 'This guy works at the SSO, how could he possibly not know what work it does?' The answer is not that I've spent the last few months living under a rock. Rather, it is that the work undertaken by SSO lawyers is both exceedingly broad in scope and constantly evolving, such that it is difficult to exhaustively list.

The SSO provides legal advice to the Western Australian State Government, its departments and agencies, and represents its interests in courts, tribunals and other decision-making bodies. As the myriad needs of Government change, the legal advice sought changes in kind. As complex, novel problems arise to challenge the State and its people (COVID-19 being a prime example), the lawyers of the SSO are called upon to resolve those problems. This results in a dynamic, varied workplace, full of opportunities to undertake unique and challenging work.

Practice areas

The SSO is divided into five practice areas: Commercial, Litigation, Counsel, Native Title and State Lands (NTSL), and Advice, Policy and Public Law (APPL). I will give a brief overview of each.

Commercial involves working with contracts, leases, projects, intellectual property, conveyancing, acquisitions, commercial disputes and more. While the Commercial team's work is perhaps the most analogous to that of a commercial firm, there are aspects of the work which are unique to the SSO. This includes work related to State Agreements, legislative reform, or the immense infrastructure projects undertaken by State Government.

Litigation is the largest group within the SSO, and is broadly split into two sections: Civil Litigation, and Public and General Litigation. The work of the Litigation group is far too varied to fully canvas here, but includes judicial review, departmental prosecutions, coronial inquests, construction disputes, workers' compensation, and broader civil litigation. Most lawyers at the SSO will be involved with the Litigation practice area at some point during their career.

Counsel is, in some ways, like an in-house Bar. It comprises the most experienced advocates within the SSO, who are briefed to appear in the most complex and sensitive matters. Counsel regularly appear in trial and appellate matters

in the Supreme Court of Western Australia, the Federal Court of Australia, and the High Court of Australia. Much like Litigation, the subject matter of work undertaken by Counsel varies widely. However, it can include international parental child abduction matters under the Hague Convention, Corruption and Crime Commission matters, prosecutions and discrimination claims, just to name a few.

The NTSL practice group advises and represents the State Government and its agencies in matters involving Crown land in Western Australia. This includes matters involving the assembly of public and private land required for infrastructure works, town planning, and resources tenements. NTSL also advises on various Native Title agreements, such as Indigenous Land Use Agreements and Broad Compensation Agreements, and provides advice on Native Title and Aboriginal Cultural Heritage matters.

Those in the APPL practice group provide Ministerial advice on public sector matters, statutory interpretation, matters involving the Constitution, legislative reform and much more. Essentially, if the State Government or its Ministers require legal advice, APPL lawyers will more than likely be the ones providing that advice. Members of the APPL practice group can also become involved in parliamentary matters, such as in responses to parliamentary questions, advice to parliamentary select committees and accountability measures.

The SSO also provides opportunities for work outside of these five groups, such as through secondments to other bodies, including the Western Australia Police Force and the Office of the Attorney-General. There are also specialised teams within practice groups who deal with particular subject areas or regimes, such as that imposed under the High Risk Serious Offenders Act 2020 (WA).

The key takeaways from this overview are twofold. First, the work of the SSO is not limited to what might be considered quintessentially ‘public’ law. Second, with such a variety of legal work undertaken by the Office, it is almost inevitable that you will be able to find something that inspires and excites you.

The Law Graduate role

The Law Graduate role is a 1-year position, targeted at those who have not yet commenced legal practise. This generally encompasses those who will have just completed a law degree, or those who have undertaken an associateship or similar role.

The year involves rotating through each of the practice groups outlined above and intermittently ‘shadowing’ restricted practitioners as they work, all while receiving top-notch training. Towards the end of the year, this includes targeted advocacy training. You are provided opportunities to undertake varied and interesting work (i.e. not just document review), attend hearings and client meetings, and develop your skills. If you are not already admitted as a lawyer, then the graduate year also involves completing Practical Legal Training.

For me, one of the key reasons for seeking a career at the SSO was the opportunity to engage in oral advocacy from the very beginnings of my legal career. Law Graduates appear in court during their first year, sometimes as early as their first month. While these appearances start (relatively) small-scale, Graduates are expected to manage their own files from the start of their second year, with such files involving regular court appearances up to and including trials. This structure encourages graduates to build their confidence and skills in advocacy with the support and guidance of senior practitioners.

At the time of writing, I am partway through my first rotation, in the Commercial team. As such, you would think it would be difficult to provide an overview of the entire year. Thankfully, however, the experience of my fellow graduates has been uniform across the Office. The SSO goes to great lengths to ensure that graduates are supported and provided with valuable training and guidance at every step of the way. The graduate year is an opportunity to learn, engage with new areas of law, and develop your legal skills, and the SSO does an excellent job in ensuring that its Law Graduates have a positive experience.

The Office is full of friendly, inspiring and impressive people, all of whom are generous with their time and energy. In particular, you have the

support and guidance of senior practitioners as supervisors, a dedicated cohort leader, the Law Graduates who came before you and, of course, your fellow graduates.

Once the graduate year is complete, you enter what are referred to as ‘cohort’ years as a restricted practitioner. You take on your own files, all while continuing to work throughout the various practice groups. Unlike commercial firms, you generally won’t ‘settle’ in a practice area until three years after your graduate year, which gives you plenty of time to find the work that truly inspires you.

Here is the bottom line. If you are interested in any of the practice areas I have outlined, in serving the Government and people of Western Australia by engaging with complex, challenging and rewarding legal issues, in drawing on the hundreds of years of collective experience shared amongst the Office’s practitioners, in being provided advocacy opportunities from the start of your career, in receiving excellent training, and in being provided the time, support and guidance necessary to determine what it is you are truly interested in — you should seriously consider a career at the State Solicitor’s Office.

Clerkships and graduate positions

The SSO offers 2-week long paid clerkships, as well as the 1-year long Law Graduate program.

Recruitment happens every year and generally follows the same timeframe as recruitment by commercial firms.

If anything written above resonates with you, even in the slightest, I strongly encourage you to apply for a clerkship or Law Graduate position.

LIFE AT THE OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS (ODPP)

Adam Ebell, Senior State Prosecutor

The Office of the Director of Public Prosecutions (ODPP) is the independent prosecuting authority for the State of Western Australia, responsible for the prosecution of serious offences committed against State criminal law in the Supreme and District Courts. If you have an interest in criminal law, a desire to be a courtroom advocate, and a strong sense of justice, you should consider a career as a State Prosecutor at the ODPP.

For me, the route to the ODPP was not direct. Family law and criminal law were the two areas of practice that most appealed to me whilst I was at UWA; in the most basic terms, both areas involved dealing with people and standing up in court. I did some work with a few family law barristers whilst at university, and that opened doors for someone who did not have many connections in Perth. I was fortunate to start my legal career at a medium-sized family law firm in the CBD. I count it as an important experience. Whilst I know many family lawyers who love what they do, it did not take me long to realise that it was not for me. I found that the practice of family law was very different to the study of family law, and so I started to look for other opportunities. After admission, I left private practice and joined the Perth office of the Commonwealth DPP (CDPP). It was a formative and well-managed introduction into the role of the prosecutor. The work of a Federal Prosecutor at the CDPP is varied and interesting, and I highly recommend them as a place of employment. After nearly three years, I started to yearn for more exposure to advocacy, which led me to join the ODPP. It has been nearly 13 years since I made that decision, and I have never regretted it for a moment.

After a few years hiatus, the ODPP has started recruiting graduates again. We take on about eight entry-level legal officers every year, with the requirement that they complete PLT and be

admitted to practice by the time they commence at the office. Legal officers usually advance to State Prosecutor within 24 months. Many of our legal officers have come from the courts, working with a judicial officer at the Supreme or District Courts. Some have come from working with a criminal defence lawyer; some even from a commercial or civil litigation background. To stand out from the crowd, we want applicants to be able to demonstrate an interest in criminal law, an understanding of the work we do, and a desire to be a court room advocate. To that end, I strongly encourage students to involve themselves in law school competitions such as a moot and trial advocacy. I also recommend applying for a vacation clerkship at the ODPP. It is an excellent way to demonstrate you are serious about a career here, and (more importantly) gives you the best insight into the work and the culture of the office.

New legal officers at the ODPP start in or about late January or early February every year. The focus on the first year at the office is very much all about training legal officers to understand the important case management principles of being a prosecutor, and exposing them to court work as early as possible. Legal officers are given their own file load of indictable prosecutions and focus early on plea negotiations with defence lawyers, victim liaison and working collaboratively with the police. You can expect to be on your feet in the Magistrates Court representing the State of Western Australia within the first two months of starting at the ODPP, and it only builds from there. Legal officers will also have the opportunity in their first year at the office of junioring other senior prosecutors in jury trials in the superior courts. Learning from others in a supportive but fast-paced environment will be the hallmark of your career at the ODPP.

The work of a State Prosecutor can be many

things – challenging, frustrating, exhausting, confronting – but it is never boring. It is also incredibly rewarding. I count myself lucky to be able to work on behalf of the community, to help give a voice to victims of crime, and to contribute to the administration of justice in this State. However, just like any other area of law, criminal law is not for everyone. My suggestion to law students is to do as much as you can whilst still at university to expose yourselves to as many different experiences as possible. It is the only way you can get a better sense of where you may think you belong.

LIFE AS A CRIMINAL DEFENCE BARRISTER

Simon Watters (Counsel, Albert Wolff Chambers)

“Don’t go to England until you’ve been admitted in Australia.”

As it turned out, this was probably the best advice I received, from the point of view of saving time and practising when I reached England in October 1990.

Having completed my Bachelor of Arts degree at the University of Western Australia, and my Bachelor of Laws Degree at the University of Tasmania, I was duly admitted as a ‘Barrister and Solicitor of the Supreme Court of Tasmania’ in April 1989. I had written off to a number of legal locum agencies and firms of solicitors in London, with the usual reply: “Come and see us when you get here.”

I realised upon my arrival in England that that really was the standard reply to enquiries; firms and agencies in London no doubt receive thousands of applications from various people around the world. Once in London, I went around to various agencies, armed with my curriculum vitae, and distributed it around like confetti. By the end of 1990, London had already entered the recession that was soon to become worldwide. I was told by pessimists at the agencies that many qualified English solicitors were looking for work too, but that Australians had a good reputation.

Shortly before Christmas 1990, I received a phone call from one agency, ASA Law, indicating that a paralegal was required for 8 days’ work at Theodore Goddard, one of the larger firms in London. As it transpired, the 8 days’ work arose out of what was then the largest computer commercial litigation case in London and my job was that of a ‘trained monkey’: I had to dictate a large number of documents. I was then retained to complete the Scott Schedule, part of the English Commercial Court’s Interlocutory process.

Meanwhile, I had contracted the Law Society with regard to being admitted as a Solicitor in England. As an admitted Australian solicitor, one was required to sit the Law Society’s Final examination, which must also be completed by all budding English solicitors. The Law Society Finals were held in February and July of each year, and the day I sat mine – in February 1991 in Whitehall, approximately three blocks from Downing Street – the IRA decided to launch a mortar attack into the backyard of Downing Street while Cabinet was meeting. Halfway through the exam, the mortar attack caused an almighty explosion. At the end of the exam, an invigilator casually walked to the front of the class to explain that Downing Street had been bombed. I will always remember, as I walked along Victoria Avenue, being passed on the road by an army tank – it was manoeuvring its way through the stationary vehicles and snow on its way to Downing Street, accompanied by armed soldiers. I thought I was in Beirut!

Once you’ve passed the Law Society Finals, you are entitled to apply to the Law Society to practise as a solicitor. As an admitted English solicitor, I then obtained a job at a small provincial town approximately 30 minutes north-west of London by train, working there as an employed solicitor.

While practising, I attended a number of conferences with counsel, and decided to write to the General Council of the Bar to inquire about the feasibility of becoming a barrister in London. I was therefore looking to transfer to the Bar as a qualified English solicitor. For a junior practitioner, the clerks are very good people to know. If a firm of solicitors – instructing, for example, a senior tenant in chambers with all its serious crime – wishes to brief a junior practitioner for a simple matter, the clerk will be rung and asked who is available.

If you don't get in with your clerk, you can bet London to a brick that, for all intents and purposes, you will be 'unavailable.'

However, if the clerk puts your name forward, the solicitor subsequently instructs you and you manage to do the job well, then the next time those particular solicitors ring up they will ask you by name; thus, one can begin to establish a practice.

By playing cricket with barristers and solicitors and keeping in touch with practitioners from my previous firm, I was able to build up a practice which – by the time I left England for Australia in October 1994 – encompassed approximately 16 firms of solicitors. The Bar in England is certainly changing – there is a large number of female practitioners, and the old 'Oxbridge set' is breaking up now that a large number of practitioners have completed their degrees at universities other than Oxford or Cambridge.

I would heartily recommend soliciting, cricketing, and practising in England to any budding young practitioner. The opportunity to develop a practice, to work alongside colourful and experienced advocates and to practise among 7500 barristers, is certainly a rewarding experience. I advise any prospective applicants to write to the Law Society and inquire about examination dates; also, to seek an application form and any textbook references which might prove helpful. That way, when you arrive in England you won't be waiting months to sit the exam and qualify, and you can plan to arrive in London sometime shortly before the examination is held. I would advise writing to the General Council of the Bar for pointers on how exactly to go about being called to the Bar.

GENERAL TIPS FOR LAW SCHOOL

Holly Gretton, Associate at Jones Day

The study of law can be rigorous, the environment is competitive and applying for clerkships and graduate positions is a unique process that can feel overwhelming. Despite the challenges I faced, I also had some immensely rewarding experiences at law school and am grateful for the opportunities it has afforded me. I have reflected on my time at law school and if I had my time again, I'd give myself the following tips – I hope they help you!

Be authentic and unapologetic

A lot of people feel like you need to fit a particular mould to succeed in law school and the legal profession. This is not true! I know some people are a fan of the saying “fake it till you make it” and I understand the sentiment, but I don't think it applies to our personalities. You will find that you make the best decisions when you have a deep understanding of who you are, what your motivations and limitations are and what kinds of people bring out the most authentic side of you.

What might be the right decision for one person will not be for another and sometimes sticking to what feels “right for you” can be difficult amongst life's many pressures (i.e. peer, family, financial). Don't apologise for taking a direction that might be different to others and don't feel the need to explain yourself. Trust that “gut feeling.”

Remember that comparison is the thief of joy

Law school and the legal profession can feel intensely competitive. You may feel pitted against your peers in terms of marks, applying for clerkships and other opportunities. It can be easy to compare yourself to the next person and feel disheartened when someone receives an opportunity that you haven't had or consistently does better than you in a particular subject. Stop and take a breath to remember that everyone develops at different times and has different strengths. Try (as hard as it may be) not to compare yourself to others – it will erode your self-confidence and make law school a less enjoyable experience for you.

Be patient with yourself and others

As type A personalities, law students tend to

expect themselves to be brilliant at everything immediately. There is a reason that law school is difficult to get into and why legal practice is considered to be one of the more difficult professions – it's hard! Fight that urge to expect perfection from yourself and be patient in learning new concepts and being exposed to new ways of thinking and working. Similarly, don't project your frustrations onto others and catch yourself when you do.

Be kind to yourself and others

You might feel that this is wishy-washy advice, but I cannot stress enough how important it is to be kind to yourself and others throughout your law school journey. Take care of yourself – whether that's through exercising, seeking mental health support, taking up a new hobby or spending time with friends and family. Ensuring that you feel good will make the stresses of law school more bearable. Similarly, being kind to others is so incredibly important. Undercutting, belittling or projecting your own insecurities onto others will not make you feel better about yourself. You have no idea what struggles other people are facing.

Set healthy boundaries

The study and practice of law can feel all consuming. As a law student and earlier in my career I sometimes felt that law was my life! I soon learnt that this was not healthy. Tying your self-worth to your identity as a lawyer can set you on a dangerous path. Law is a demanding profession and if you don't set healthy boundaries with yourself and others your mental and physical health may be impacted in the long term, as well as your relationships and other important aspects of your life. I highly recommend setting boundaries early. In particular set aside time for your “non-negotiables”, even if it's downtime watching Binge. Everyone needs to switch off and it will make you a better student and lawyer in the long run. At the end of the day, you can always be replaced as a lawyer, you can't be replaced at home (i.e. the parts of your life where you are a “non-lawyer”).

LIFE IN FAMILY LAW

Linley Wall, Lawyer at Mills Oakley

What does an average day look like for you?

In family law, no two days are the same. Each day can bring with it new challenges. Some days I will spend my entire day drafting Court documents or letters of advice to clients. Some days I will spend my entire day either on the phone or checking emails and dealing with clients and with issues that arise. Other days I might attend Court or a mediation. There is not a day that goes past that I am not dealing with a client directly and trying to resolve an issue for them, either big or small.

Working at Mills Oakley I have been given the opportunity to work on a wide range of different matters arising at the end of marriage or de facto relationships. This includes divorce applications, property matters such as complex property and financial settlements, Binding Financial Agreements, spousal maintenance and child support obligations. It also includes parenting matters involving arrangements for parents to spend time with their children, relocation of children interstate and overseas, and matters involving family violence. I also work on financial matters which includes providing advice about asset protection at the commencement of the relationship.

Family law is an area of law that crosses over with other areas of law including property, commercial, trusts, estate planning and criminal law. So while it is a specialised area of litigation, you come into contact with many other fields on a regular basis which makes the work diverse and interesting.

At Mills Oakley I have been given the opportunity to take on additional responsibility and be hands on. In my first week at the firm I was sent down to the Family Court to instruct Counsel at a hearing. I since have worked on a number of Trial matters, and most recently instructed Counsel and Senior Counsel at Trial on a complex property matter and intrastate relocation matter.

What was your path to becoming a family lawyer?

My journey into family law was not the traditional transition straight from high school into studying law and then into fulltime work. When I finished high school, I enrolled in a Bachelor of Nursing and after a semester of studying I knew it was not the right path for me. I took a couple of years off to think about my career (and to travel) and during this time I got a job at an international law firm as their Outside Clerk, and then Legal Assistant. I eventually returned to university, enrolling in a Bachelor of Commerce at Curtin University. While I was studying my commerce degree I continued to work as a Paralegal at a boutique law firm. It was not until the last year of my commerce degree that I decided I wanted to study to become a lawyer.

I undertook my law degree at the University of Notre Dame and prior to graduating from Notre Dame I realised I wanted to work in family law. After completing a clerkship at Mills Oakley I reached out to the family law team partner to express my interest in the firm and why I wanted to work in her team. Commercial law bored me to tears after I had gotten a taste of family law. A few months later I was offered a part-time job as a paralegal within the team and then commenced as a Law Graduate in the following year.

I wanted to work in family law as I have always been motivated to help people. I like being able to listen to people and their problems and help guide them through a difficult time throughout their lives. As a family lawyer you cannot and should not be a counsellor to your clients, however, you need be empathetic towards your client while objectively assessing the situation and providing practical, realistic advice.

I cannot speak highly enough of my time at Mills Oakley (both as a Law Graduate and now a Lawyer). Every day I have the opportunity to work with smart, dedicated people who challenge me to become the best possible lawyer. I have

been supported in every step in my career, and I know that there will only be more opportunities presented to me in the future.

What advice do you have for people considering a career in family law?

In my first few years in family law at Mills Oakley the firm has offered fantastic training, opportunities and mentoring. My advice would be to say “yes” to everything. If you are undertaking work either as a clerk or a graduate, don’t be afraid to say yes to doing something that you have not done before, such as going to Court to instruct Counsel on a matter, or giving your opinion about a matter while working with a lawyer or partner.

Secondly, if the university runs a family law elective, enrol in it. The unit will give you an understanding of family law, and provide some insight to the realities of working in family law. This also shows potential employers that you have a keen interest in the area of law.

Lastly, seek out opportunities – whether volunteer opportunities or clerkships. I would take any opportunity you can to gain practical legal experience, and in as many fields as you can. Theoretical experience at university is good, but practical experience is invaluable.

Is there anything you had wish you had known before entering the profession?

Being a lawyer is marathon not a sprint (I’m about 2km in currently!). It is a long game, and there is no rush. Everything that we do needs to be at a maintainable pace to avoid burnout. Our jobs are hard, and at times can be very exhausting. I am fortunate enough to have great colleagues – both at Mills Oakley and in the profession as a whole - who I am able to draw knowledge and experience from, as well as turn to for support and guidance.

LIFE AS AN IN-HOUSE LAWYER

‘Is an in-house role really for me?’

General Counsel WA, Tier 1 Construction Company

Having had more than 100 law clerks rotate through in-house teams I have managed over the last 18 years; I have seen first-hand the pressure and competition faced by law students today to secure a graduate role. With more graduating students than places and the attrition rate of lawyers within the first 3 years of practice, what used to be a 5-year plan to move to an in-house role, is now a very real consideration for many graduates. So, what do you need to know and is it really for you?

Nature of the positions

Not dissimilar to law firms, the nature of in-house positions is diverse, not only in terms of the area of legal practice they might be responsible for, but also the manner in which they operate. Some in-house teams operate very similarly to law firms, with time sheets and intercompany charges for your time, focussing strictly on giving legal advice and having a genuine independence from the decision makers. Others are a hybrid of legal and commercial functions, where the focus of the advice is focused more on the risk to the business and lawyers being closely involved in day-to-day operational decision making.

Whether an in-house role will suit you will depend heavily on whether what you are looking for matches the structure and approach of the individual in-house team, including whether there is a focus on front or back-end work, or a mix. If you are interviewing for a role you should be asking a lot of questions about the team’s structure, how it operates, the nature of the work they do and how they integrate with the management team.

Hours and flexibility

Many people have a perception that in-house teams are where you go when you’ve had enough. For most in-house teams that couldn’t be further from the truth. For me personally, I have worked longer hours in-house than I did in private practice.

Here is how many in-house roles differentiate themselves:

- There will be periods where you are working 70-80 hour weeks, but unlike law firms there are often periods where there is some relief, and companies are good at providing genuine flexibility and down time where the opportunities arise;
- While there can be significant pressure on in-house lawyers, the pressure is different to private practice. You feel more involved and invested in the outcome and are given greater autonomy, so the pressure is more one you place on yourself to deliver for your team, than it is a pressure by your bosses to deliver for the client;
- You have a better understanding of the matter and the organisation, so the advice you give is easier to manage, and in most cases, you see a matter from its infancy through to the very end. In law firms you are often given only the most basic background and company context and sometimes only see a small part of what is often a bigger operational and commercial matter; and
- While through COVID and no doubt the demands of the market, law firms have embraced some level of flexibility, in-house teams are a truly supportive environment, with good flexible working conditions and a focus on mental health and wellbeing. There is also in most companies a genuine care for career progression and integration into the company culture. In many companies there will at some point in your journey opportunities to move to commercial and operational roles.

When is the right time to make the move?

While 5-10 years ago in-house teams would be looking for a minimum of 5-7 years private practice experience, in-house teams have steadily grown as businesses have seen the value

proposition of in-house teams, and an increasing number of graduate and junior roles are in the market.

This is a very personal view, but unless there is a junior role on offer in one of the bigger teams/companies (e.g., one of the big miners) and you are comfortable that the team aligns with what you want, I would go to private practice and work on a longer-term goal to move in-house. Either at the 2-3 year mark or later on at the 5-9 year mark. The reason for that is that what most larger law firms do well is offer you the opportunity to explore different areas of the law and naturally settle with what suits you best. I certainly had no idea what area of law I wanted to practice when I graduated. There is also no substitute for the training and guidance you will get from a range of senior practitioners within law firms. Learn your craft first and then diversify your skill set.

Think carefully because it's often a one-way path

For me personally, I have loved the move in-house and for a variety of reasons would never go back to private practice. But if I wanted to, I'm not sure I could. While the law continues to form a significant part of my role, in most in-house roles the nature of the legal advice required by companies differs markedly from what law firms produce and my skills sets have slowly but surely drifted to risk, commercial and operational functions. In-house, the advice that companies expect is not a dissertation of the latest case law with a guarded, often loose, and sometimes unhelpful conclusion. Companies demand identification of both legal and practical risks with greater certainty in the recommendations than perhaps law firms' PI insurance will often allow.

Conclusion

All in all, my experience has been great in-house, and I would recommend people consider the option. But it may not be right for everyone, and you should consider your employer with greater scrutiny than you might give to private practice options.

LIFE IN ACADEMIA

Pursuing an Academic Path

Professor Sarah Murray, UWA Law School

What did you do after Law School?

As a law student I had a much better idea of what I didn't want to do than what I did. I knew I wanted to make a difference with law but wasn't sure of the best way to do that. I decided to learn to be a really good lawyer from the best and obtained an Associateship with Justice John Lehane in the Federal Court in Sydney. However, very sadly, Justice Lehane passed away before I could take it up which led me to take a graduate job at Allens (then Arthur Robinson & Hedderwicks).

Allens was an excellent place to begin my legal career. The mentorship was exceptional, I admired every lawyer I worked with and learnt so much from all of them. The firm was also very supportive of my wish to tutor in Constitutional Law at Law School as well! After a year in Corporate/Commercial in the Perth office I was seconded to the Melbourne office's Tax department. While this rotation absolutely terrified me at first, I ended up loving the complexity of it and stayed on beyond the end of my secondment before shifting to part-time while also working half the week in community law, the Mental Health Legal Centre.

I eventually moved to working as a community lawyer full time where I fell in love with therapeutic jurisprudence (or 'TJ'). TJ is focused on looking at the law so as to magnify its positive impact on peoples' lives while reducing the negative ones and it was here that I found my love of research. It made me want to look at law reform and how we can make the law work better for individuals. I enrolled in a PhD at Monash University and began working as an academic in Perth. I was hooked. The rest is history!

What do you enjoy about being an academic?

The thing practice really taught me was that I loved law too much to be a lawyer. Academia

allowed me to really indulge in the law. It allowed me to read and read and read and try and solve the legal problems I wanted to solve. I found the path challenging at first as there seemed such a myriad of things to get on top of – from how to handle peer review feedback, to how to write an exam, to how to be a good supervisor. Combining this with a part-time PhD also was tough at times but after practice it felt right somehow, like putting on a comfy pair of jeans.

As a law student, I was terrified of our lecturers. Public speaking scared me more than anything so I could never have imagined doing it myself one day. However, the thing about law teaching is that it really is not about you. It is about your students, learning from them and engaging with their ideas and this takes away the fear element.

I love the research freedom, teaching our brilliant students at UWA and the ability to use your research to have an impact on the community (rather than just let it sit on shelves or in legal journals!). For me, it perfectly fits the bill of 'if you love what you do, you will never work a day in your life'!

What advice do you have to students interested in academia?

To succeed in academia you need to be willing to do further study. To undertake a position, a PhD or near completion of one, is very much an expectation these days. You need to be very self-directed as while there are many competing demands you are responsible for how you meet them and in what form. I also think that the key to enjoying legal academia is being passionate and curious. I am often asked if it is a lonely path but it really isn't. So much of my work is collaborative and there is such a strong academic network of supportive colleagues too.

I would also recommend studying Advanced Legal Research in your final year as the research

preparation this unit gives you is second to none. It also will give you a really good sense of if you enjoy research as that will be your bread and butter as a legal academic.

I remember a law student wandering by my office one day and seeing me reading a book and asking very earnestly 'do you just sit there reading law all day?'. Honestly, 'yes' and for that reason it is the best job in the world!

Any other advice?

The thing I wish I had been told in Law School was not to worry about what everyone else was doing. Have a strong sense of what matters to you and just stick to your own game. Look for opportunities to talk to people who have pursued all sorts of different legal paths and learn a little bit from every one of them. The best legal career is one that works for you and to achieve this you have to slowly create your own patchwork quilt of experiences, conversations and opportunities.

WOMEN IN THE LAW

Catriona Macleod, Director at Cullen Macleod Lawyers

I came to my career late, only deciding to study law after coming to Australia from England, backpacking around Australia, several more years of travelling, and a number of very random jobs. At a certain point, I decided I needed to get a 'real' job. So I decided to do a law degree, and today I am a commercial litigation and dispute resolution lawyer and run a 35 person law firm, Cullen Macleod Lawyers.

Since graduating in 2003, I have had an interesting, challenging, fun, and always stimulating career. My career started at a law firm I had always wanted to work at, Dwyer Durack. And then quickly gave me my first challenge when my immediate boss decided to leave, start his own law firm with a couple of others, and asked me to go with him. It was my first major career decision, I loved where I was working – the people, the work, the clients. But I also knew that the immediate boss that you work with, especially at the early stages of your career, has a critical impact on your career and the enjoyment of your work. Plus, the opportunity to be involved in building a brand-new law firm was one that I just could not resist. It was the first of many examples in my career of opportunities throwing themselves in my path, and requiring decisions that would be difficult, but ultimately expanded my career. I decided to take the riskier, unknown, option and left Dwyer Durack to start the new law firm.

We started with 3 male partners, me as the sole junior lawyer, and a legal assistant. Today my business partner Rick Cullen and I are the equal shareholders and directors, and we have 19 lawyers. Our business assists clients across 5 major areas, commercial dispute resolution & litigation, property & commercial law, liquor licensing, family law and wills & succession planning.

As a director of a modern law firm, my role covers everything from being a lawyer specialising in commercial litigation, to marketing and business development, to social media management, to human resources and everything in between. It is fascinating and challenging, and through all

of the opportunities that being involved in the law and various legal organisations gives me, it also allows me to meet great people and do interesting things. For someone that had no idea what I wanted to 'be' when I grew up, I ended up in a career where I get to 'do' an amazing array of activities, including interesting legal work, travelling throughout regional WA, organising legal conferences, and contributing to the legal profession and the community at large through the work I do/have done on various boards, committees and positions, such as the College of Law's Centre for Legal Innovation, the Piddington Society, Women Lawyers of WA and the Subiaco Justice Centre.

My experience as a woman in law, which includes being named Woman Lawyer of the Year in 2021, and my current role as President of the Women Lawyers of WA Association has been, to a large degree, unaffected in any major negative way by my gender. I have been lucky enough to have been mentored, supported and assisted by wonderful men and women, including my business partner Rick. That said, I know my experience is not that of all women and I have definitely personally seen some of the challenges of being a woman in the law. I have also seen, in my almost 20-year career, the world of law change from a majority of white, male faces at the senior levels of law firm partnerships and the judiciary, to a far more diverse place where background, gender, diverse sexualities and colour are starting to become more diverse. I believe the future of law will continue to consolidate this trend.

Many workplaces and organisations in law are actively fostering support networks for women, providing coaching, training and development for women, and providing visible role models and career pathways for women. There is still a great deal to be done, including specifically in relation to women of colour and their visibility and development in law, but in my view, there has never been a better time to have a career as a woman in law or be a woman in law.

ALTERNATIVE CAREER PATHWAYS:

Entrepreneurship, Human Resources & Start-Ups

Chris Bates, Director at KBE Legal Talent and Founder & CEO at Lawmee

Life is full of opportunities and challenges.

Things rarely end up as you imagined, and that is often the best part.

I remember studying Robert Frost in high school. Looking back, my career is perhaps best summarised by the final words of *The Road Not Taken*, which has always been one of my favourite poems:

“Two roads diverged in a wood, and I—I took the one less traveled by, and that has made all the difference.”

1. The road less traveled – a journey from law and back again

My current roles are Founder & CEO at Lawmee and Founder & Director at KBE Legal Talent.

I've been fortunate enough to work in a variety of interesting roles throughout my career. I have also made more mistakes than almost anyone else I know. The journey has involved my fair share personal and professional challenges, and perhaps more than my fair share of luck along the way too.

It's been one heck of an adventure, and through embracing each of the experiences that have come my way (including the tough ones), I've been able to learn a little bit about people, develop an understanding of how businesses work, meet some incredible human beings, and begin to accept my whole self – by following my heart and maintaining a growth mindset, every step of the way.

For those of you who may be doubting yourself, I should probably mention that I've never considered myself to be particularly smart or talented. I graduated with a spread of distinctions, credits, the occasional high distinction, as well as a few passes.

Reflecting on my academics, I've come to understand that I often excelled when I was genuinely interested in the subject matter. When

I wasn't, I'd be lucky to pass. This is equally true for every job I've ever had. If you take anything away from this article, I hope it's this:

“If you do what you love, you'll probably be good at it. If you're good at it, you'll probably have some fun too.”

Despite what you might think from any titles, perceived success, awards, or anything else, I'm just a normal guy who wouldn't have achieved anything without all the incredible people around me. Throughout my career, I have done my best to live life by:

- Embracing the opportunities that come my way, where they are aligned with “my truth” (which I've spoken about in a little more detail below).
- Believing that anything is possible if you work hard and commit to achieve your goals.
- Treating everyone with kindness, compassion, and respect, including myself (self-love is still a work in progress but I'm getting better as I get older and learn not to take life so seriously).
- Making time to reflect on the journey, and learn from my mistakes.

This year I'll be turning 40 years old, and I'll let you in on a little secret, which I believe applies to almost all people for much of their lives:

“I still don't know what I want to be when I grow up.”

As you embark on your own career adventures, I've included a little more information about some of my current and past roles.

I had no idea that my career would turn out this way, and worrying about the future has rarely helped to improve the situation. After 15+ years of establishing and running businesses across various industries and sectors, I'm only just getting to the stage where I almost have enough knowledge to start doing things well.

I hope this helps to demonstrate that good things can happen to the most average of law students,

because that's what I was throughout my time at UWA.

Lawmee – Founder & CEO

By way of brief background, Lawmee is Australia's fastest-growing online legal marketplace.

Lawmee provides law firms and companies with direct access to pre-vetted, best-in-class lawyers, paralegals, and company secretaries – real-time and with full cost transparency. Lawyers, paralegals, and company secretaries can now secure opportunities with market-leading organisations, with more control over how, when, and where you work.

You are paid for all the hours you work, with more time to do the things you enjoy.

Our team consists of experienced GCs, senior lawyers, recruiters, and technology experts, who have come together to create a new way of working. The purpose-built online platform puts you in the driver's seat with total control over the recruitment process.

Lawmee donates 10% of all after-tax profits to Community Legal Centres, in supporting vulnerable community members to access legal services.

This new-to-market service offering was launched on 20 October 2022, after five years of planning and 18+ months of tech development, and it's been amazing to see the online marketplace coming to life.

For further information, please feel free to visit our website: <https://lawmee.com/>

KBE Legal Talent

KBE Legal Talent helps Perth's lawyers find jobs they love.

KBE Legal Talent's consultants are either practising lawyers, have over 15 years of specialist recruitment experience, or both. We partner with the best lawyers, law firms, and in-house legal teams in the market and are trusted advisers to lawyers.

Our engagements generally range from 2 years' PAE through to Equity Partners and Australia's leading General Counsel, with law firms and companies hiring graduates directly from university.

To secure a graduate position, we recommend following the relevant law firm's graduate recruitment processes or alternatively, contacting either the Partners or human resources contacts at boutique law firms and smaller law firms throughout the year.

For further information, please feel free to visit our website: <https://www.kbelegaltalent.com.au/>

Career background and prior roles

Prior to founding Lawmee and KBE Legal Talent, I held a variety of Managing Director, Director, Chairperson, and leadership roles with a number of companies and organisations, including:

- Co-Founder & Director at Interpeople (now RFM Global).
- Co-Founder & Chairperson at The Piddington Society.
- Co-Founder & Director at national insurance brokerage KBI.
- Co-Founder & Advisor at Cabral Resources (which acquired Brazilian iron ore assets).
- Director at Parkerville Children & Youth Care.
- Chairperson at The Love Angel Foundation, working alongside Ros Worthington (OAM).
- Corporate & Tax Lawyer at Norton & Smailes and KPMG.

In 2011, I was fortunate enough to be recognised in the 40Under40 at the age of 27, having been awarded as WA's top performer for combining business and charitable initiatives.

From a personal perspective, I'm a kitesurfer, son, brother, uncle, aspiring mindfulness practitioner, terrible golfer, and avid reader. I really enjoy experience-based adventures and have embarked on a number of 10-day water fasting retreats (where you drink water and don't eat anything for 10 days), enjoy annual kiteboarding trips to the Cocos Islands, and regularly immerse myself in the magic that is India.

Having taken a number of companies from start-up to exit and sale events, my primary purpose is now centred around helping to make the legal industry a happier, healthier place, in giving back to the profession that has provided incredible

support to our businesses for many years.

These days, I do my best to live a more balanced life, having worked around the clock throughout my 20's and most of my 30's.

2. Developing your own decision-making framework – for a successful career and happy life

Many of the positive changes in my career and life have resulted from developing, regularly considering, and consistently refining, a framework for make important decisions.

When considering your career path, I have come to believe that 'the magic' generally happens when you combine what you love with what you're good at. To me, this also includes pathways that allow me to contribute to the greater good and help other people to succeed.

The first two factors tend to bring professional satisfaction. Personally, the latter is the most important and adds something to our professional lives which makes everything worthwhile – genuine joy and the ability to make some kind of positive difference.

Over the years, I've developed a set of principles that guide my decision-making processes at work and in my personal life too. Central to this philosophy is striving to "walk my truth, every day". When faced with a decision, I spend time reflecting on who I currently am, who I aspire to be, the impact I'd like to make on the people around me, and the core values that underpin everything I do. If a decision doesn't align with these things, then I think long and hard about why I'm considering it all.

Truth is often subjective. I never assume that I know what is true for you or anyone else, because truth is almost always filtered by our own values, beliefs, goals, life experience and so many other things – at least to some degree.

When I refer to "my truth", I am referring to the path that I know feels right for me. It comes from making lots of mistakes, doing things that weren't aligned with my true self (both personally and professionally) and then ensuring I learn from these experiences to develop a better decision-making framework for the next time I'm faced

with a similar situation.

In short, I've learned that when something doesn't feel right, it probably doesn't align with "my truth".

As the years continue to roll on, the more my decisions seem to align with "my truth". This has led to a life that is enjoyable, challenging, satisfying, varied, more balanced (this is a work in progress), and for the most part, a lot of fun.

Developing a decision-making framework based on "your truth" and refining it on a regular basis as you progress throughout your life and career can provide a compass for your journey and is something may wish to explore. It's undoubtedly one of the most positive things I've ever done – to make 'good' decisions and view every experience as an opportunity to make better decisions in the future.

When making a significant career or life decision, one of my current business partners and closest friends (Siemone Neutgens) once taught me to imagine myself sitting in a rocking chair at 80 years of age and then ask:

“When you look back, will you regret doing this or not doing this?”

The answer to that question often tells us everything we need to know.

I hope this helps you on your journey too.

3. Some observations and parting words of advice

In reflecting on my career, I thought it may be useful to share some of the more important learnings that have come my way, about work and life in general.

These words come from my own experience or have been borrowed from people who are far wiser than I'll ever be.

Sometimes I wish I'd known these things when I was 20 years old. With that said, I'm an experiential learner and every experience has shaped my journey in one way or another, so I've learned to love every single experience equally – the successes, the many failures, and everything in between.

- We all have unique skills and abilities. Be you.

- When people need help, do what you can to help them.
- AFL is a great life philosophy. Acknowledge. Forgive. Learn.
- Time is limited. It's the most precious gift we have. Don't say yes to every opportunity. Learn to say no and then say it regularly.
- When things get tough or you make mistakes, it's always an incredible growth opportunity. Grab them with both hands.
- Use mistakes or conflict situations as opportunities to examine your own actions and reactions. This will usually make you a better person.
- Good friends who always have your back are hard to find. Cherish them. Tell them how much you appreciate everything they do for you.
- Being a lawyer is not easy. Don't be too proud to ask for help. You're going to need it and people will help you.
- You're not going to be perfect. Neither is anyone else. Learn to accept yourself as you are and improve the parts you want to work on. Accept others as they are too. Everyone is on a journey of their own.
- Some of the most "successful" people I've met are also unhappy in other areas of their lives. Most of the happy people I've met are deeply "successful" in all the ways that matter to them. Do you know what "success" means to you at work and beyond?
- Tomorrow never comes. Make time for the things that bring you joy. Work will still be there tomorrow.
- "Success", balance, and living a happy life, don't need to be mutually exclusive. Often, people find success and happiness when they forget the paths most travelled and begin following their hearts.
- When you're truly passionate about something, you tend to be good at it.
- You're more likely to regret the things you don't do and the chances you don't take, over and above regretting the things you've done and chances you've taken – even if they didn't work out as planned. If you're going to do something, back yourself and give it your all.
- What's the point of sitting in an office and looking at the ocean, if you rarely get to swim in the ocean?
- Kitesurfing is not as hard as it looks. I wish I'd acknowledged my lack of self-belief and started kiting earlier. One of my few regrets is this chance that I didn't take.
- If you work too hard for too long, you will burn-out. You are not exempt from this universal truth!
- You're only ever one moment or good decision away from living your best life, and one moment or poor decision away from living your worst life. Be mindful of your decisions and think about the consequences at the outset.
- Don't get ahead of yourself. Don't ruminate or be overly self-critical either.
- Much of our success is due to the hard work of others, and the privileges given to us by our families. Remember to thank people for their help, give others credit for their work, and remember we had a start in life that most people would give everything for.
- Perth is beautiful and we are so fortunate to live in a safe, peaceful, and clean city.
- Be grateful for everything we have. Perspective is a wonderful thing.
- If it won't be a big problem in three months, don't worry about it.
- If we rise to the top of a law firm or company, we are responsible for taking care of our teams and everyone that is kind enough to work alongside us.
- Just because you may be treated poorly on the way up the food chain, this is no reason to treat others this way when it's our time to lead.
- If we don't implement positive change, then who will?
- You're going to fail at many things. Some will be small. Some will be huge. Learn to love failing.
- When we are successful, we're not as good as you think you are. When we fail, we're rarely

not as bad as we think we are either.

- Trust people, love deeply, and forgive quickly. These are three of the greatest gifts we can give to ourselves and those around us.
- The more we learn, the more you appreciate how much we still have to learn.
- Asking for help is always a superpower.
- Whenever you have a choice, be kind – and you always have a choice.

If I had could share one piece of advice for the next generation of UWA law graduates, it would be:

“Follow your heart, always do your best, never give up on your dreams, and remember to pause every now and again to enjoy the journey.”

If you're courageous enough to “walk your truth”, the adventure will take care of itself.

Onwards & upwards!

