

CAREERS & CLERKSHIPS GUIDE 2016
RMIT LAW STUDENTS' SOCIETY

This publication was designed and edited by Mieke Matimba. If you have any feedback or if you would like to contribute to the next edition of the RMIT LSS Careers Guide, please contact:

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RMIT UNIVERSITY
STUDENT UNION
AFFILIATE

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MinterEllison

Collaborate

Ricky Casali with Rosie Watts,
Damian Petrovic and Christina Ilinkovski
on their way to meet with a
long-standing client.

**IT ALL
STARTS
HERE**

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INTRODUCTION

WELCOME FROM OUR PRESIDENT



Welcome to the 2016 RMIT LSS Careers and Clerkship guide. As the time for seasonal clerkship applications approaches, I hope those of you in your penultimate year will find the resources we have compiled and organised in this guide helpful. If you're just starting out, I hope this guide will help you to prepare for your time and give you some ideas about different pathways available in the law.

Inside you'll find a wide variety of articles about practice in different areas of law; from commercial law and the going to the bar, through to government and alternative dispute resolution. There is advice from recruiters on the legal market, information on seasonal clerkships, articles about resumes and information about the different PLT providers.

There are significant differences between the courses and the set-up and approach can change, so for those of you who plan to finish PLT in 2017, attending the information sessions in second semester is well worth your while. Also don't forget to attend the information sessions at RMIT that contain information specifically catered to RMIT students.

Elise Steegstra

President & Secretary RMIT LSS
president@rmitlss.com

I would like to thank our Premium Sponsors MinterEllison; our Gold Sponsors Lander & Rogers, ANU Legal Workshop, Leo Cussen Centre for Law, and The College of Law; our Silver Sponsor Nowicki Carbone Lawyers and all of our Bronze Sponsors Allens Linklaters, Baker & McKenzie, Clayton Utz, DLA Piper, Lawskool and Russell Kennedy. Without their support none of this would be possible.

I would like to thank the people who contributed articles to the great publication. Your contributions are greatly appreciated and of invaluable benefit for our members.

Finally, I would like to thank the RMIT LSS Committee for their efforts, and in particular Mieke Matimba, our Vice President. This guide is a tribute to their efforts and a really great resource.

I wish you all the best in your future career, be it in a commercial firm or in an alternative pathway in the legal profession.



FORWARD BY DIRECTOR

In 2016, the RMIT Juris Doctor in the Graduate School of Business and Law will continue to focus on career development for JD students.

Whether you are looking to enhance an existing career, seeking a career in the traditional legal sector or looking for a new direction, the market for graduate positions is highly competitive. I believe that one of the keys to employment success is strategic planning. The RMIT JD offers you an opportunity to hone your skills and build a professional profile.

With planning, you will be able to create a unique but flexible suite of skills that will be of interest to prospective employers.

Several legal career initiatives are permanent feature of the program:

- The JD program hosts an annual guest talk from the Law Institute of Victoria (LIV) Young Lawyers section entitled 'Your legal career starts here' in the introductory law course.
- We hold on-campus career workshops throughout the year. This takes the form of presentations by representatives from corporates such as Coles Myer; large law firms and legal innovators in start-up practices such as a Nest Legal and Family Law Starts Here.
- We support an annual Legal Careers Fair by the Law Institute Victoria. The fair is an opportunity for students to get in front of a wide range of legal industry employers including Victoria Legal Aid, private sector firms and government organisations.
- We provide employment coaching.
- We have introduced a new placement program to provide students with real-life work experience. If you are interested in a placement contact kathy.douglas@rmit.edu.au
- We offer a subject in clinical legal practice through the Mental Health Legal Centre and the Centre for Innovative Justice. Clinical legal practice enables students to gain practical experience advising clients under supervision. For more information contact stan.winford@rmit.edu.au.

Professor Penny Weller

JD Program Director

RMIT Graduate School of Business and Law

penny.weller@rmit.edu.au

- In 2016 we will be commencing our 'Thought Leadership' series. These lectures demonstrate the diversity of careers open to law graduates. If you would like to know more about the thought leadership program please contact david.goodwin@rmit.edu.au.

'Whatever your employment goals, be prepared.'

Rob Hulls from the Centre for Innovative Justice has produced some excellent videos interviewing various people from all sectors of the legal profession about their careers and what they are looking for in job applicants. See: www.rmit.edu.au/about/oureducation/academic-schools/graduate-school-ofbusiness-and-law/research/centre-for-innovativejustice/what-we-do/video-repository/.

Your lecturers are also fantastic source of advice about where you might want to take your career. For example, I have spoken with many students about the possibility of work in the community legal sector or in innovative justice. Anthony Forsyth willingly shares his extensive legal experience with labour law students and is able to offer suggestions to students about the next step. Most of your lecturers have a career in law or in law related areas and are willing to talk with you about their experiences.

Career advice is also available through the Centre for Innovative Justice. Career advice is also available through the Centre for Innovative Justice: www.rmit.edu.au/gradbuslaw/innovativejustice and RMIT Career Development and Employment: www.rmit.edu.au

The Law Students Society (LSS) organises a range of events including moot and client interviewing competitions that aim to enhance your employability. These activities are always an excellent addition to your CV. So get active, start planning your career and make use of the excellent resources we are making available to you.



Expand

When you join Lander & Rogers, you'll have the opportunity to grow into a great lawyer. But that's just the start. Working alongside some of Australia's leading experts and one of Australia's most highly regarded pro bono practices, you'll acquire the real world skills demanded of the very best lawyers.

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CAREER PLANNING

RMIT CAREERS TOOLKIT

The Careers Toolkit is an online resource for RMIT students to support student global career development. The Careers Toolkit gives you access to all the information you need to:

- Write professional resumes and application letters
- Succeed at interviews
- Plan your career development and
- Increase your employability

The Careers Toolkit also contains:

- Global job search for over 50 countries
- An interview simulator
- Practice psychometric tests
- E-learning modules
- Downloadable careers quick tips
- Links to over 230 professional associations; and
- Over 100 videos with advice from industry professionals

Visit:

rmit.edu.au/careers/toolkit

CREATE YOUR FUTURE CAREER ACTION PLAN

The Middle Years: Time to get experience

Understanding your career options and preparing to meet the requirements of graduate employers are the major career development tasks of the middle years of your program. But first, you may wish to reflect on the direction you have chosen and consider if your skills, interests, goals and values have changed. Some tools to help you are:

- The 'Plan My Career' section in the Careers Toolkit
- www.myfuture.edu.au
- If you are unsure whether to stay in your program and want to discuss this, see a careers consultant.

Explore your career options

- Check CareerHub <http://careerhub.rmit.edu.au>, for resources and the many career related programs and events on campus including expos, workshops, seminars, information sessions and more.
- Join your professional association, attend activities and start to build your network.
- Keep your resume current.
- Get program-related work experience. This may be vacation work, an internship, a professional placement or any other work related to your program - paid or unpaid.
- Consider doing voluntary work to develop skills, experience, confidence and networks.

Develop the skills employers value

- See the Careers Toolkit for help with building your employability.
- Participate in campus activities to further develop leadership, organisational and interpersonal skills through RMIT LEAD, RMIT Link and RUSU.
- Consider how international experience will enhance your career prospects. Study abroad, summer camps, international volunteering - there are many programs to choose from.

- See Education Abroad - www.rmit.edu.au/globalpassport/educationalabroad

Final Year: Engage! Connect with your career

If you are completing an undergraduate or postgraduate degree and wish to apply for graduate positions early preparation is essential. Recruitment by major graduate employers begins in February for position beginning the following year.

- Attend employer information sessions on campus.
- Check CareerHub regularly: <http://careerhub.rmit.edu.au>
- Visit the Graduate Opportunities website at: www.graduateopportunities.com.au and Unigrad at www.unigrad.com.au
- Research the employers you wish to apply to by visiting their websites.

Refine your job search

- Check www.rmit.edu.au/careers for job search tips.
- Have your application checked by completing the Application Express online tutorial: www.rmit.edu.au/careers/applicationexpress
- Make sure that you are known by the academic staff you wish to nominate as referees.
- Watch videos on interview techniques and use the interview simulator in the Careers Toolkit.
- Familiarise yourself with Assessment Centre activities and selection testing - see Quick tips for assessment centres and Employment seminars on CareerHub.

Besides graduate programs and other advertised vacancies, you may make a direct approach to an employer of interest or use your networks to uncover opportunities.

Source: Extract from RMIT Careers Toolkit. Refer to Disclaimer in the PDF online.

PREPARING YOUR CURRICULUM VITAE

Your CV should provide a snapshot of your experience and achievements to a future employer. We've come up with some tips to help get you started.

Let's talk formatting:

Your CV should be in a professional font on a white background. Keep it simple. Forget borders and shading. It should be nicely spaced and have plenty of white space. Start this CV fresh and do not just save over the CV you have on file. Make sure all the headings are consistent throughout the documents and order everything chronologically starting with the skills and experience you've gained in the legal sphere. Simply put, it should look like it came from a law firm.

A list of what should be included:

- Contact details (As many telephone numbers as possible and particularly a number to get hold of you during office hours. If your work line is given you may want to put "please be discreet" next to it if you are concerned.)
- Education (include the date and years/institutions where you did your degrees, noting any honours or prizes)
- Legal experience
- Try to restrict your work experience to things you have done in the past two to three years and tailor what you include to the role you are applying for.
- Include your best and most relevant achievements. Include memberships of any professional networks you are or have been a part of.
- Also include your interests (but keep this brief). Employers want to know that their employees are well-rounded and social, so try to include things you most like to do in your spare time as a way to stay healthy, relaxed and to have fun.
- You should include 2 to 3 references and try to avoid personal references. Make sure you let your referees know in advance.

Things to avoid:

There are the obvious things:

- Spelling errors and grammatical mistakes. Once you have finished the document put it down for a few days before you go back and check for mistakes again. Give it to a friend to comb through as well.
- Anything in cursive
- Photos
- Coloured fonts and borders
- Listing hollow strengths (e.g. teamwork, excellence, empathy)
- Lies
- Objectives that do not align with gaining a clerkship or employment with that firm (e.g. enrolling in medical school to become a doctor)
- Embellishments to make it seem more professional. Stick to your strengths and achievements that will distinguish you from others.

Checklist:

Before sending out your CV, spell check it, print it out and view it on paper. Have a friend look it over, and make sure you take a break before you view it again with fresh eyes – it's amazing the little things you'll pick up after a good night's sleep. Your resume should ideally not be longer than 3 pages.

Make the effort to find out who is in charge of reviewing applications at each firm and address the cover letter accordingly. Ensure that the application is addressed correctly. A remarkable number of CV's received by law firms are addressed to the wrong firm. AND FINALLY, make sure you submit your application before the due date!

Mieke Matimba

Vice President RMIT LSS

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THE JOB MARKET FOR NEW LAWYERS

As specialist legal recruitment consultants we get a lot of calls from recently graduated or admitted lawyers, sometimes applying to us for roles but also looking for general advice on how to make the move into the industry. Unfortunately, as there are so many graduates on the market and as most law firms do their graduate recruiting directly, we aren't able to assist graduates ourselves to find a role. However, we do have some advice for graduate lawyers seeking their first role. Follow this advice and invest the time in your search and we're sure you will succeed.

So first up, the bad news... You are starting from scratch. For example, if you had a career pre-law you will probably still be earning the same as other graduates when you start, not more. Also, legal recruiters can't help you. Firms don't pay us to find graduates. There too many looking and they can find them easily from their floated resumes or clerkships. Advertisements don't provide an easy path into a firm either. Firms often don't advertise for graduate roles, because they hire via their clerkships and traineeships, and advertisements for junior lawyers actually mean they want someone who has a year or two of post-admission experience. While you should always apply to a law firm direct for a junior role there isn't much point applying to a legal recruitment agency – if an agency can assist graduates it will say it very clearly in the ad! So, in this competitive arena, how do you make your application stand out above the rest?

If you are still studying, it's important (if inconvenient) to recognise that, uni is important. What you study, and how well you do, will matter for your first job. If you are academically inclined that's great news; if not, then at the very least, don't fail a law subject. Try to avoid withdrawing from a subject and never fail a subject twice. If you are missing lectures and aren't committed, take a year off or more until you are committed. You only get one chance to get good grades. If you have a lot of fails in law then you will have to wear this for the rest of your career. As a general rule, the larger or more prestigious the firm, the more weight they will give to academics, and the leading firms give a lot of weight to academics.

Even better than not failing - get good grades. Study hard or if not hard then smart.



Nothing wrong with picking electives that give easy grades or which have fewer contact hours.

Make sure a lot of the subjects you do are in your area of interest but feel free to throw in a few that can lighten your load.

Have smart friends at uni. Smart friends will assist your GPA and give you tips along the way. Beyond that, think about the institution. If you are at a lower ranked university and can move to a higher ranked institution do it, change universities. Firms take this into account.

Secondly, make an effort get some practical experience in the areas of interest you have. As much as you can. Actually, more than you were thinking - double it and then a bit more. Do it paid or unpaid and do it well. It will pay off, massively. Not doing it will not pay off. Massively. Try to get clerkships especially, and as many as you can. If you haven't done a clerkship it's harder to get articles, and if you don't start with articles then the larger and more prestigious firms will be much less likely to hire you. (They don't need to as they have lawyers who did clerkships/traineeships already ahead of you in the queue.) If you can't get a job in a law firm do an Associateship, however, unless you want to be a barrister don't choose an Associateship over a law firm. Employers will often presume that lawyers who do Associateships want to be barristers. If you get offered articles/traineeship and it's in your area of interest take them. Don't do a professional practice course instead of them, even if the articles offered are in a small firm.

Thirdly, understanding how the market works and your position in it will assist you to target your likely audience successfully.

If you have honours academics from a top law school, have some pre-admission experience and are applying for articles/training contract or clerkships with leading firms then that's great. However, given how competitive the market is you may need to go further – apply also to mid-sized firms and boutiques that practice in your areas of interest.

If the market is not booming then also go a bit further than that! If you don't have fantastic academics then while you could still target the large firms, you should definitely target small and medium sized firms as well. If your academics are poor then keep going down the list!

The worst case scenario we hear of is where graduates underestimate the competition in the market and only apply to firms who don't interview them.

Even better than not failing - get good grades. Study hard or if not hard then smart. Nothing wrong with picking electives that give easy grades or which have fewer contact hours. Make sure a lot of the subjects you do are in your area of interest but feel free to throw in a few that can lighten your load. Then, once you have the academic and practical aspects under control, and know your marketability, you have to do some more work. Unless you are one of the lucky ones who have an offer of articles or a graduate role, expect to work hard at getting a job. If the market is booming and you have great grades then all well and good, but when it isn't, or if you don't, then tackle it like it is a full time job.

For your CV, start by having a look at the link here for advice on preparing a CV. Broad content is good content, so make sure you have a life (which has many other benefits besides CV filling). Do extra-curricular activities, join law groups, take on leadership or other roles in those groups, write an article, and go beyond just turning up. Have a leadership role outside of law if you can. Play sport if it's your thing or do something else that is your thing and make sure you put it on your CV. If you are not keen on putting your CV together yourself, or need some help, click here to find out more information on a paid service we offer through our sister company, Kaleidoscope Legal Recruitment.

To the question of where to send your CV, the answer is: almost everywhere. Get a list of the law firms in your state or wherever you will work, from the relevant law society or via this link from CV mail.

Apply to all of them. Don't be surprised or daunted at the number of applications you may need to send out: I sent out 50, before I got my first interview.

Apply for articles and traineeships: if you are in a state that doesn't offer articles/traineeships apply in one that does!

You may also need to supplement this process by checking for specific openings or connections and generally keeping your eyes peeled. Avenues for getting work include:

- a. Seek
- b. My Career
- c. Career One
- d. Law Society Websites
- e. Relatives
- f. Friends
- g. Friends of friends
- h. People you meet on the street ...

Speak to lawyers you know and ask them about their experiences and interests. Get to know what being a lawyer is all about. If you have graduated and are still looking for work then consider calling up every lawyer you know and asking if you can come in to meet them for 15 minutes to pick their brains about how to look for work, what they did and to keep an ear to the ground for you. Ask them if they know of any jobs. Ask them if they could call the people hiring for those jobs for you. Ask them if you can do work experience with them. That counts as an interview in my book. All it takes is for one of those lawyers to hire you, recommend you, point out a vacancy to you or give you a tip and you will be on the way to a job.

Finally, when you get an interview, prepare for it well. See link for advice on preparing for interview. Avoid asking questions about what you can get out of the role and focus on telling them what you hope to do for them in the role.

With the right attitude, a broad and active approach, a honed CV, a growing pool of experience and an understanding of the job market you will succeed – it may take a while and it may take more than just applying to jobs you see on the internet, but you will get there!

Paul Burgess
Director
Bugess Paluch Legal Recruitment
Website: <http://www.bplr.com.au/>

PLANNING AHEAD AND PROTECTING YOUR MENTAL HEALTH

Let's be real, seasonal clerkship season is stressful and overwhelming. You need to keep up with everything you're already doing, and add applications, interviews and firm networking events.

When you're in the middle of it, tired and worn out, you may feel like the whole process is a barbaric and sadistic... and you'll be right. But hang in there because if you manage to land a clerkship will be worth it...plus, if you want to work in a commercial firm you don't have much choice (feeling pumped? :p).

MAKE A PLAN

Do your research and make a list of the firms you would like to apply to. Be methodical. Make sure you have the due dates marked out and a plan to complete 2 or 3 applications a week. Some firms require a list of questions to be answered and submitted with the application also, so before you start, it's a good idea to know exactly what is required for each application and get all your ducks in a row so that the process is as efficient as possible. Get together with friends to practice interviews. There are so many resources available online that give you 'sample interview questions'. Get an idea of what you may be asked so that you can prepare.

UTILISE UNIVERSITY SERVICES

Talk to the careers officer at uni, email your faculty and tutors with questions, and get in contact with the LSS. If you do not know anyone who has been through the clerkships process before, and you have questions that need answers, utilise the services available at uni. The faculty or the LSS will help you, and talking to the careers officer can provide assurance that you are on the right track.

TALK TO YOUR PEERS

Resist the urge to switch off your phone and hide in your study-cave. Make time to have coffee and see your friends. Not only can you share information and help each other out with applications, but having people who understand what you're going through will be of enormous consolation. We all love our family and friends outside of law, but there are moments when despite their best efforts, they just won't understand what you're doing all this for...in those moments, resist the urge to flip out and dial-a-law-buddie.

SAVE YOUR ANNUAL LEAVE

A lot of JD students are working full-time or part-time. Try and plan ahead and save a few days of leave so that when you really need it, you can pull a white rabbit out of the hat and score yourself some extra hours.

You might need it just to sleep and take a break, or it might give you a chance to catch-up on some study. Either way, it is always a good idea to have a Plan B.

KEEP A BALANCE

Clerkship season is stressful, but there is a difference between 'feeling the burn', and running yourself into the ground. You need to look after your mental health first; it's just not worth the risk. As law students we are naturally risk-averse people, however, for some reason we're not making it part of our regular 'risk-assessment' to cover our mental-health. We need to prepare for this just like we prepare for exams:

- Get organised well in advance. Make sure you know what the requirements are for each application so there are no surprises. Diarise everything in your life so that you can see where all your other commitments fall in relation to the seasonal clerkship applications.
- Talk to your doctor. If you had questions about an assignment, you would ask your tutor before the due date. If you have concerns or need information about combating stress before you actually get stressed, ask your doctor about what you can do.
- Watch your diet. Buy yourself some multivitamins and make meal plans so that your body is in good shape to take on an increased work-load. This means fresh fruit and vegetables people – I'm not talking red-bull and mi-goreng.
- Just like the pre-exam cram, make yourself a strict schedule that ensures you get enough exercise and sleep AND STICK TO IT.

IT'S OK IF YOU DON'T GET A CLERKSHIP

The idea is to prepare as well as you can, so that you're in the best position you can be, to try and get yourself some work experience. Keep in mind that there are a huge number of students applying and most firms only take about 30 students per intake. It is not a lost cause if you do not get a place.

A number of firms do take clerks in their final year and there are plenty of other ways you can get legal experience. Think about it – there are only a small number of positions available, but it's not only those lucky few who end up getting jobs. Think about Community Legal Centres, Government Organisations, Courts, small suburban law firms, Not-For-Profits, MNCs and other opportunities in the legal field that might not be clerkships, but that will get you in to see what goes on.

Mieke Matimba

Vice President RMIT LSS

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LIV Seasonal Clerkship Guidelines 2016

- 1** To be eligible to apply for seasonal clerkships, a student must be in their final or penultimate year of study; that is, they intend to commence their final semester in 2017. Students who have already completed their law degree are eligible to apply; however, applications will be accepted at the discretion of each firm.¹
- 2** Applications for seasonal clerkships will open no earlier than 9am on Monday, 11 July 2016.
- 3** Applications for seasonal clerkships will close no later than 11.59pm on Sunday, 14 August 2016.
- 4** Any offer made under these guidelines relates to clerkships within a one year period from the date of offer, but can be extended in circumstances agreed on between the student and the firm for a further one year period if a student requests a deferral of the clerkship.
- 5** Any offer of clerkship must remain open for a minimum period of four business hours from the time the offer was made or until 10am the following business day for offers made after 1pm, subject to paragraph 5(a):
 - a. Students must not hold more than four seasonal clerkship offers for a period of more than two business hours.For the purpose of this paragraph “business hours” is defined as the period between 9am and 5pm and “business day” means Monday to Friday.
- 6** Law firms will not make offers concerning seasonal clerkships before 10am, Australian Eastern Daylight Savings Time on Tuesday, 11 October 2016.
- 7** All offers made pursuant to paragraph 6 of these Guidelines will be made by email. Law firms will not make follow-up calls to offerees before 11am on the date of offer. All email offers must detail:
 - a. the terms of the offer;
 - b. that the offer is made pursuant to these Guidelines.
- 8** Law firms who have entered sponsorship arrangements with disadvantaged students, such as those employed under the Indigenous Cadetship Program, are exempt from complying with the Guidelines in relation to those students.
- 9** A firm may withdraw from the Guidelines by giving 30 days’ written notice of its intention to the Law Institute of Victoria (LIV), the law faculties and law student societies at all Victorian law schools.
- 10** The LIV will maintain an up-to-date list of all signatory firms which will be publicly available on the LIV website.
- 11** Students are encouraged to familiarise themselves with the firm’s clerkship application policy to which they are applying.
- 12** Signatory firms are not obligated to offer seasonal clerkships each year but must follow the Seasonal Clerkship Guidelines in the event that they do. For a full list of current opportunities please visit the Seasonal Clerkship & Recruitment Registry at www.liv.asn.au/Seasonal-Clerkship or contact signatory firms directly.
- 13** All signatories agree to comply with all legislative requirements including those imposed by or otherwise required under the Victorian Charter of Human Rights, Victorian Anti-Bullying Legislation and the *Occupational Health & Safety Act 2004* (Vic).

2016

LIV Traineeship Guidelines 2016

- 1** Applications for graduate traineeships will open no earlier than 9am on Monday, 18 July 2016.
- 2** Applications for graduate traineeships will close no later than 11.59pm on Sunday, 21 August 2016.
- 3** Subject to paragraph 3(a) any offer made under these guidelines relates to a graduate traineeship commencing in 2017; it is open to students who have already completed their law degree or students who will commence their final semester in 2016.¹
 - a. Successful applicants who have already completed their law degree are eligible to commence their graduate traineeship prior to 2017 by agreement between the firm and the applicant.
- 4** An applicant who, due to “genuine necessity”, will be unable to attend an interview during the interview period, should apply to the Law Institute of Victoria (LIV) for permission to either:
 - a. be interviewed at an earlier date, or
 - b. be interviewed by electronic means if the applicant is overseas at the time of the genuine necessity application and will not return prior to, or during, the interview period. The form of electronic means is to be agreed upon between the firm and the applicant.

“Genuine necessity” is defined as the need to be outside of Victoria during the interview period for the purpose of postgraduate study, work experience or another purpose deemed reasonable by the LIV. Applications should be made to the LIV Young Lawyers’ Manager in writing and include appropriate supporting documentation. Written permission is to be granted at the sole discretion of the LIV.
- 5** Interstate law students who commence formal semester classes on or before Monday, 29 August 2016 may be interviewed by individual arrangement prior to that date in the year in which it is anticipated the student will commence his or her final semester provided that no offers or arrangements concerning traineeships are made other than in accordance with these Guidelines.
- 6** Except as provided in paragraphs 9,10 and 11, law firms will not make offers or arrangements concerning traineeships before 10am Eastern Standard Time on Monday, 26 September 2016. Graduate traineeships can be deferred in circumstances agreed on between the student and the firm for a further one year period if a student requests a deferral of the traineeship.
- 7** All offers made pursuant to paragraph 6 of these Guidelines will be made by email. Law firms will not make follow-up calls to offerees before 11am on the date of offer. All email offers must detail:
 - a. the terms of the offer; and
 - b. that the offer is made pursuant to these Guidelines.
- 8** Except as provided in paragraph 11, an offer of traineeship will remain open for a period of not less than 24 hours from the time the offer is made or until 11am the following business day for offers is made prior to 11am. Firms should make this known to students at the time of making offers in accordance with paragraph 7.
- 9** Law firms who have entered sponsorship arrangements with disadvantaged students, such as those employed under the Indigenous Cadetship Program, are exempt from complying with these guidelines in relation to those students.

2016



2016 LIV Seasonal Clerkship & Traineeship Guidelines

SCHEDULE OF DATES

SEASONAL CLERKSHIPS

ACTION	DATE
Application period opens	MONDAY, 11 JULY 2016
Application period closes	SUNDAY, 14 AUGUST 2016 11.59pm
Offers made	TUESDAY, 11 OCTOBER 2016 10am

TRAINEESHIPS

ACTION	DATE
Market application period opens	MONDAY, 18 JULY 2016
Priority offers made	TUESDAY, 9 AUGUST 2016 10am
Priority offers close	THURSDAY, 11 AUGUST 2016 4pm
Market application period closes	SUNDAY, 21 AUGUST 2016 11.59pm
Traineeship market offers made	MONDAY, 26 SEPTEMBER 2016 10am

2016

MinterEllison

IT ALL STARTS HERE

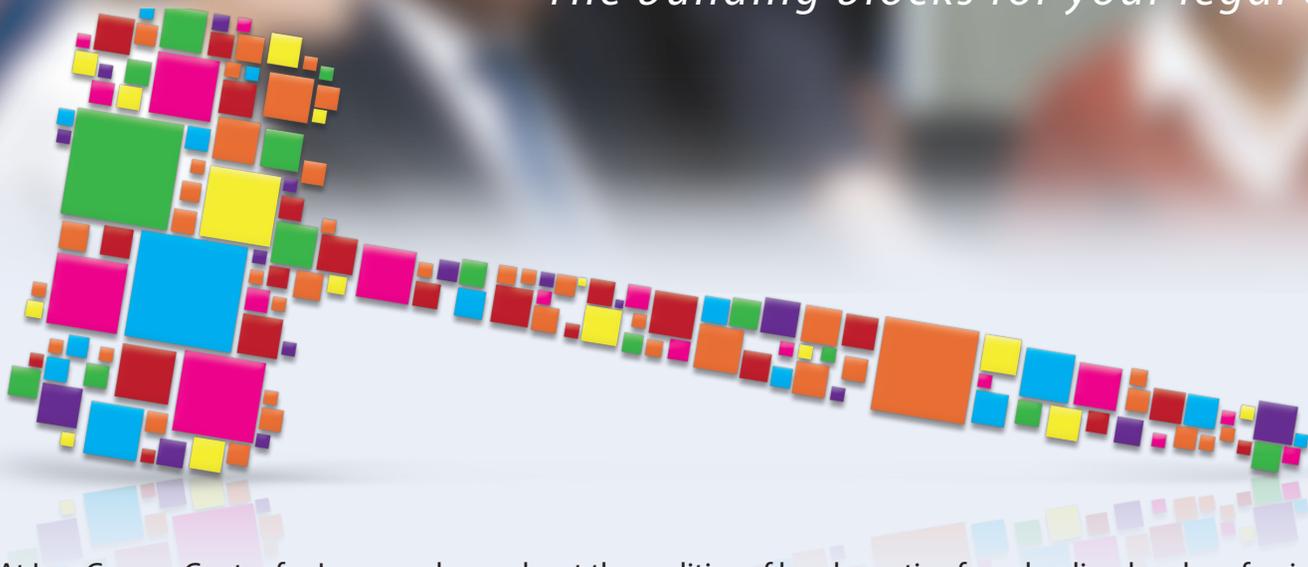


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PRACTICAL LEGAL TRAINING COURSES

Practical Legal Training

The building blocks for your legal career



At Leo Cussen Centre for Law, you learn about the realities of legal practice from leading legal professionals who support and encourage your development as a lawyer. Our training is founded on the principle of 'learning by doing', with no exams. At Leo Cussen you will build practical legal skills and gain the confidence to make choices about your career.

PLT at Leo Cussen is:

- Practical
- Comprehensive
- Designed to meet the National Competency Standards for Entry Level Lawyers
- Guided by a Mentor

Choose the course that suits you best:

- Online (Full-time)
- Online (Part-time)
- Onsite (Full time)

Our PLT courses are designed for law graduates seeking to apply for admission to practise law in all Australian jurisdictions. Our graduates work in a variety of professional environments in Australia and overseas including:

- Private legal practice
- In house legal practice
- Community and legal aid practice
- Government
- Policy & Research
- Politics
- Business
- And more ...

For more information visit - leocussen.edu.au/apply

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leocussen.edu.au

2016/2017

**July 2016 intake:
Apply by 13 May 2016**

**January 2017 intake:
Apply by 18 November 2016**

Nb: After first round offers are made, places may still be available after these dates.

A GRADUATE SHARES THEIR STORY

I was attracted to Leo Cussen because I was unsure of what area of Law I wanted to practice in and I wanted to gain insight into all aspects of Law. I knew that I could not do this through a ‘traditional’ article clerk position and the ‘current matters’ were a great way to get into the different areas of practice.

I didn’t have any ‘legal’ connections when I started the course and knowing that Leo Cussen organised the professional placement for you was of great comfort (for the onsite course). Further, having been a student for so many years and juggling part time work, I felt that Leo Cussen would be a great training ground for getting used to being in an office environment from Monday–Friday.

During my training at Leo Cussen, I really enjoyed the advocacy and criminal areas of training. I met some tremendous instructors who I will still call for advice and they are more than happy to give me that advice. I also enjoyed the social aspect of Leo Cussen, I have great friends that I have met from my course and still remain in contact with them. My professional placement that they arranged for me at North Australian Aboriginal Justice Agency (NAAJA) in Darwin was the cherry on top!

I am currently working as a Lawyer at Youthlaw and was previously employed as a Criminal Solicitor at the Victorian Aboriginal Legal Service (VALS) for three and a half years. I provide advice and representation for young people in criminal and other matters in the Magistrates’ and Children’s Court. During my time at VALS, I regularly travelled to regional areas of Victoria being the Aboriginal Legal representative for the local community.

I am constantly learning about different areas of the criminal law and how to engage with people from clients to prosecutors to magistrates. I thoroughly enjoy appearing at court and developing my advocacy skills. Youth law provides a ‘holistic’ style approach with our clients and we are able to link them into services which is of great benefit to the clients. Being able to help a client navigate their way through the system with tailored support is rewarding. We have a very collegial environment and there is always support for new lawyers. My job is constantly challenging and surprising – no day is ever the same – and that is fantastic!

Leo Cussen gave me the training and confidence that I needed to know that I could practice law and be effective in this role. Being able to apply all the legal knowledge you have gained in a practical way was tremendous.

Kathryn McGregor
Lawyer, Youthlaw

CHOOSING A PLT PROVIDER

There is no better way to get a feel for a place than to go and see it for yourself, so attend the PLT provider' open nights and make sure you talk to the staff and ask questions about the course. Get in touch with students from each provider and ask them about their experiences, and remember overall that the decision is a personal choice. Make the right choice for you.

Also, don't be disheartened if you do not get a place straightaway. Remember there are a large number of graduates finishing law school every year and there a limited number of spaces. Take the opportunity to work or travel or to just take a break!

Typically if you do not get an offer in your first round you will be allocated a place at a later date so do not despair.

LEO CUSSENS

- They find a placement for you
- You are assigned a mentor, which you share with a small group
- You are assigned a work space and you are required to work on files just like a real firm
- A careers advisor will assist you with advice on writing resumes and cover letters for the job search
- Places are capped and drawn by ballot. You could miss out, although you will be put on a wait list and will likely be given a place in the midyear entry
- If completing online, you will need to find your own placement
- There is no option of evening face-to-face classes

COLLEGE OF LAW

- There is no class cap number
- They offer evening classes, which means you can work as you do PLT
- You receive a free copy of the renowned College of Law practice papers
- You need to organise your own placement, but they provide some resources and will provide you will help if you cannot find one
- They have the lowest fees in Victoria

ANU

- No longer do concurrent enrolment in Victoria anymore, unless special grant is sought
- Ideal if you are working whilst undertaking PLT as it is delivered online
- Pay as you go: pay for each unit undertaken as opposed to a lump sum
- 5 day face-to-face practical element before undertaking online component
- Group you into 'firms', and you complete tasks as they are emailed to you
- The more work experience you do, the less electives you need to do and vice versa





GDLP

ANU Graduate Diploma
of Legal Practice

ANU Legal Workshop

Your direct pathway to Legal Practice

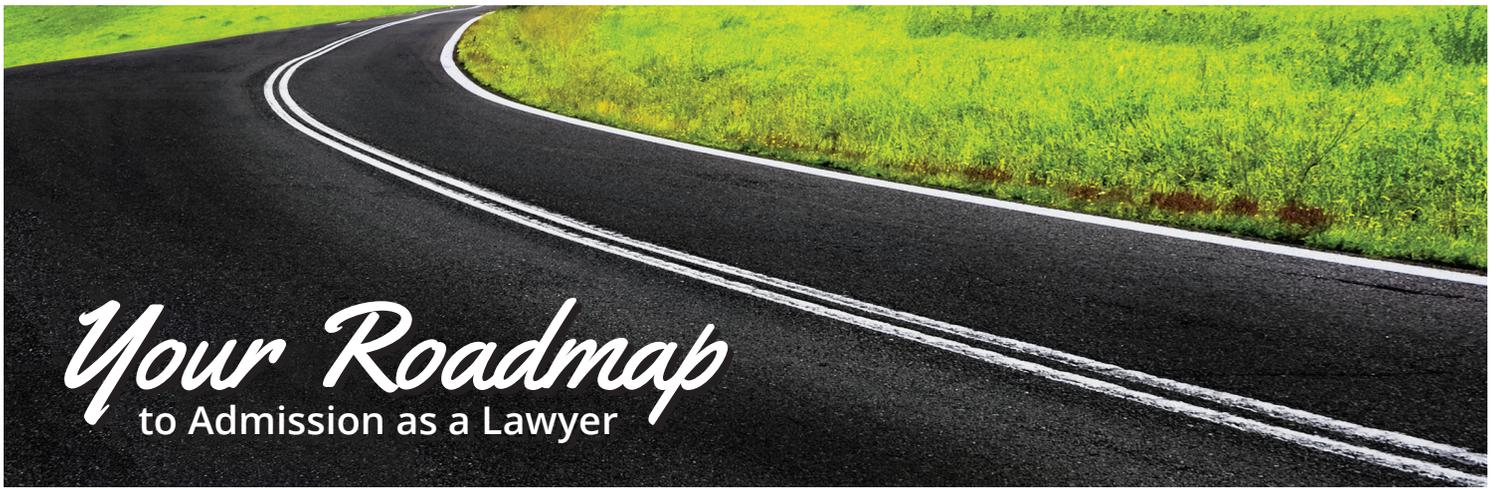
The ANU Graduate Diploma of Legal Practice (GDLP) is Australia's largest university-based accredited practical legal training program. The ANU GDLP provides you with the qualification to be admitted as a lawyer in Australia.

The program adopts a unique online teaching approach that places you in a 'virtual law firm'. This innovative approach provides you with practical insight, deepened professional awareness and real-world knowledge. The ANU GDLP also provides you with the flexibility to balance study with employment.

With ANU Legal Workshop, you can:

- > attend any one of over 20 introductory five-day workshops held around Australia – you don't need to relocate for study;
- > tailor coursework and professional placement requirements – selecting a longer placement and less coursework, or vice-versa;
- > choose from a wide range of elective subjects – with online flexibility; and
- > extend your GDLP – and gain an additional competitive edge – with the ANU Master of Legal Practice.

Whatever choice you make, you'll benefit from flexible online study, learn from some of Australia's best legal experts and gain a qualification from one of the world's leading law schools.



How do you become a lawyer in Australia ?

What qualifications do you need ?

What happens if you already have a degree, or you're from another country or jurisdiction ?

Here's a few straightforward answers to these questions.

If you want to practice...

You need to do your **PLT (Practical Legal Training) at the end of your university law degree – your Bachelor of Laws (LLB) or Juris Doctor (JD) or equivalent qualification.***

Why? A Bachelor of Laws or Juris Doctor gives you the theoretical understanding of the law and fulfils only part of the criteria for admission to legal practice, as set forth by the Law Admissions Consultative Committee (LACC). As you may know, the LACC includes the Committee of Australian Law Deans (CALD), representatives from the Law Admitting Authority in each Australian jurisdiction and the Law Council of Australia. It bears responsibility for determining the academic and Practical Legal Training requirements for admission as a lawyer in Australia, which all educational institutions and PLT providers must follow in order to offer an accredited course for admission. The LACC Chairperson is appointed by the Australian and New Zealand Council of Chief Justices.

Completing your PLT, through an accredited PLT provider like The College of Law, is what you need to qualify to practice as a lawyer.

What does PLT involve?

PLT is all about you developing the practical skills and knowledge you will need to practice as a junior lawyer. Skills learnt include advocacy, drafting, client interviewing and negotiation.

It is a combination of the study of subjects which help you learn the nuts and bolts of working in a firm or organisation as a professional lawyer and work experience under an approved senior practitioner.

It's important to know that most universities don't provide Practical Legal Training. The College specialises in offering practical legal training for lawyers, and have been training lawyers for practice since 1973. The College is national, experienced, and enjoys very high rates of student satisfaction.

*Diploma in Law awarded by the Legal Profession Admission Board (NSW).

Award of the Graduate Diploma of Legal Practice

The Graduate Diploma of Legal Practice is the formal qualification you receive when you complete:

1. PLT coursework
2. PLT work experience
3. Continuing Professional Education.

All three components are included in The College's **PLT Plus program**. As these components are set forth by the LACC, they are generally the same between providers. PLT Coursework involves the study of compulsory subjects, which includes:

- ✓ Civil Litigation Practice
- ✓ Commercial & Corporate Practice
- ✓ Property Practice
- ✓ Lawyer's Skills
- ✓ Ethics and Professional Responsibility

In addition, you will need to complete two electives. You can choose from electives in Administrative, Banking & Finance, Criminal, Consumer, Employment and Industrial Relations, Family, Planning & Environmental Law and Will & Estates Practice.

While these subjects may all sound rather familiar, the substance of what you study is quite different – it's skills-focused. For example, you will learn:

- ✓ Drafting and filing affidavits, interlocutory injunctions and statements of claim
- ✓ Court mentions and appearances
- ✓ Interviewing clients and witnesses
- ✓ Drafting letters of advice for clients
- ✓ Negotiating on behalf of clients
- ✓ Managing client files.

How to get admitted

In order to be admitted as a lawyer in Australia, you need to satisfy three requirements:

- a) You've completed a law degree or equivalent course*
- b) You've undertaken a Practical Legal Training program, which results in the award of the Graduate Diploma of Legal Practice
- c) You're a fit and proper person.

It's worth noting the 'Stale Learning Rule', which means you have five years after you've graduated from law school to complete your PLT, or it won't be recognised.

Once you do start your PLT with The College, you have four years in which to complete the Graduate Diploma of Legal Practice.

Now you're ready to apply to your local admitting authority. This includes satisfying the third requirement – being deemed a 'fit and proper person' – might seem the most mystifying. Essentially this is an issue of ethics – ensuring legal professionals charged with interpreting, arguing and in some cases, drafting the law are of good moral character. The 'fit and proper person' requirement imposes a duty on you to disclose any criminal, academic or general misconduct that may reflect on whether you are a fit and proper person. It is quite a broad requirement, and it is **worth looking into the rules imposed by the admitting authority in jurisdiction in which you are seeking admission as a lawyer**.

Indeed, once you have been admitted as a lawyer, you are eligible for admission in other Australian states or territories under the Mutual Recognition Scheme or directly. **Contact your local admitting authority to find out more information.**

Be aware that some state admitting authorities impose specific, additional requirements for admission – in Queensland, the Legal Practitioners Board requires applicants to advertise in local publications of their intent to apply for admission as a lawyer.

Once I'm qualified as a lawyer, do I need to study anything else?

Yes. You need to undertake **CPD (Continuing Professional Development)** or MCLE (Mandatory Continuing Legal Education) to keep your practicing certificate. The rules vary between the states and territories. For example in NSW, you need to complete at least 10 hours of MCLE to keep your practicing certificate.

The College of Law offers a range of CPD courses to satisfy the MCLE requirements of lawyers renewing their practicing certificates.

I already have a degree. Does it count towards law?

Law is a specialist field of study, so few subjects are recognised as previous study. Exceptions may apply if your university's law degree includes generalist units of study; check with your university for further details.

I am qualified lawyer from another country. How do I qualify as a lawyer in Australia?

Firstly, you would need to have your law degree assessed by the admitting authority in the state or territory where you are planning to live. Lawyers from Commonwealth or common law countries are likely to have a closer relationship with Australian law, and therefore have less additional units of study to qualify in Australia. Check with your state or territory admissions authority for further information – we've included a contact list below.

BORN GLOBAL



At Baker & McKenzie we are different in the way we think, work and behave. Like no other law firm, we were born global.

Founded in 1949, Baker & McKenzie is one of the world's largest law firms by markets, revenue and headcount. We offer our clients and lawyers an uncompromising commitment to excellence and a distinctive way of thinking, working and behaving – as a passionately global and genuinely collaborative firm.

We understand the challenges of the global economy because we have been a global law firm from the start.

Baker & McKenzie has been thinking globally in Australia for over 50 years. In 2014, we opened our Brisbane office making our Australian practice the fourth largest in our network of 77 offices – with 90 Partners and over 200 lawyers across Sydney, Melbourne and Brisbane. In Australia, we act for leading multinational and domestic companies on market leading local and global transactions.

Our Clerkship Program

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

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

In Melbourne, the Summer Clerkship Programs run from late November to December, and late January to February the following year. Clerks who accept a graduate role with Baker & McKenzie are eligible to apply for an International Clerkship, with the opportunity to work in one of our overseas offices in the year following their clerkship.

Our Graduate Program

Our Melbourne office participates in the priority offer system where, to be eligible for a priority offer, candidates must have completed a seasonal clerkship or 30 days paralegal work with the Firm during the past two years. Over the course of the Graduate Program, graduates gain experience in different areas of law, before they join a particular practice group as an associate. You are assigned a supervising partner and an associate "buddy" in each rotation to oversee your on-the-job and formal learning.

Develop globally

At Baker & McKenzie, we have a deep commitment to development. We work with each graduate to create a tailored development plan and career goals. To help you reach your goals, we provide targeted learning

Our key areas of practice include:

- Banking & Finance
- Commercial Real Estate
- Construction
- Corporate
- Dispute Resolution and Litigation
- Employment and Industrial Relations
- Energy Resources Infrastructure & Corporate
- Technology Communications & Commercial

Baker & McKenzie, an Australian Partnership, is a member of Baker & McKenzie International, a Swiss Verein with member law firms around the world. In accordance with the common terminology used in professional service organizations, reference to a "partner" means a person who is a partner, or equivalent, in such a law firm. Similarly, reference to an "office" means an office of any such law firm. Baker & McKenzie handles information in accordance with our privacy policy. A copy can be found on our website.

opportunities — from seminars on core legal topics to practical skills development in areas such as communication, drafting and presenting.

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

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

Our regional practice group structure means many of our lawyers attend regional training in our Asia Pacific offices and, once graduates complete their Graduate Program, they will travel overseas to attend a regional orientation program with other mid-level associates from the region.

In addition, the Firm offers opportunities for lawyers at varying stages of their career to work directly for clients or with our other offices globally.

What does the Firm look for?

We look for people who enjoy a challenge and seek new opportunities; who share our global perspective; who have sound academics and are practical in their approach; who like taking responsibility and getting things done; who express themselves confidently while staying open to new ideas; and who seek a friendly and inclusive culture that strives to make a difference to our local and global communities.

Thrive in a culture of inclusion

Quality and excellence along with team work, integrity and responsiveness are central in delivering outstanding service to our clients, as you would expect in a top tier law firm.

The values that make us a unique and great place to work are deeply embedded and you will notice our difference in all of your interactions with us, in Australia and across the globe.

- We are passionately global, and leverage our global expertise for our Australian and global clients at every opportunity, recognising our strength is in our diversity.
- We strive to stay ahead of the curve and encourage entrepreneurship.
- We have a strong culture of friendship and inclusion, and an egalitarian and collaborative working style.
- We are commercial pragmatists who make complex issues simple for our clients and we focus on our clients' business needs.
- We actively encourage and support contribution to the community, through our pro bono and community service programs.

Our award-winning diversity strategy, initiatives and programs are focussed in four areas, in which all of our people can participate:

- **BakerWomen** - Gender equality and supporting the progression of women
- **BakerDNA** - Ethnic, indigenous and cultural diversity
- **BakerBalance** - Supporting carers and parents, employee wellbeing and workplace flexibility
- **BakerLGBTI** - Lesbian, gay, bisexual, transgender and intersex diversity

How to apply

Applications for clerkships can be submitted online via www.bakermckenzie.com/careers/australia/melbourne/

Applications should include a cover letter, as well as details of your work experience, your extra-curricular activities and interests, and your academic results.

Applications for clerkships open at 9:00am on 11 July 2016 and close at 11:59pm on 14 August 2016.

Natalie Mascarenhas
Talent Management Consultant – Melbourne
Tel: +61 3 9617 4349
natalie.mascarenhas@bakermckenzie.com

www.bakermckenzie.com/careers/australia/melbourne/



EXPERIENCE & ADVICE - STORIES FROM
LAWYERS IN THE WORKFORCE

HOW TO MAKE THE MOST OF THE RACE



I graduated from the RMIT Juris Doctor program in 2011, after three and a half years of hard work and dedication. No one said a law degree was going to be easy, and rightly so! It is certainly a marathon. At times, you just want to give up. The finish line feels so far away. However, crossing that finish line is one of life's great achievements, and one that you will remember forever. So, how can you make the most of the race, and perhaps even end up in first place?

Whatever you think you want to do with your law degree, think again. Or, at least, keep thinking. Your law degree can take you anywhere, and it probably will. I am currently working in the cross-border Mergers & Acquisitions team for international law firm, White & Case LLP in London. I am working on corporate transactions for clients across Europe, Africa and the United Kingdom, and no two days are the same. I have worked with clients in the telecommunications, infrastructure, petrochemicals and financial sectors (for example), and I have worked with lawyers in jurisdictions across the world. So, how did I get here?

While studying at RMIT, I made the most of every opportunity. Academically, I read as many cases and as many chapters of the text books as I possibly could. Yes, I hate to break it to you, lawyers read. A lot. So you might as well get used to it in law school and read everything you can. Even though I may not have achieved the best grades in every subject, I applied myself in (and surprisingly enjoyed) every subject. I utilised the knowledge and experience of the lecturers, worked with fellow students and spent many weekends in the library working on my assessments. I know many of you will also have lives outside of your law degree (families, jobs etc), and that is the benefit of RMIT's flexible JD program - however, I too worked full-time (as a teacher) throughout the entire duration of my law degree. I had to make the time. In many ways, I found going to classes and studying as my release from everyday life, and against all odds, I loved it. Importantly, I also participated in RMIT University life. I went to forums and activities held by the law school, I participated in mooted competitions, and I networked with fellow students and others in the law community. In my second year (which, out of three years, is an important year to make initial career decisions), I decided that I wanted to be a corporate lawyer.

Once I had decided that I wanted to be a corporate lawyer, I also decided I wanted to work in a large law firm. Although I had heard that large law firms were lawyer factories, with long hours and scary Partners, I had also heard they provided many opportunities and exciting work, so I weighed up my options and decided to give it a go. I made a list of the firms I wanted to work for (based on my own research) and went to the annual clerkships careers fair held by all the major Melbourne law firms. I met people from each of my preferred firms, and then also talked to people from the firms I was not so familiar with. One thing is for certain, if you want to work as a graduate straight out of law school at a top-tier or, to a large extent, a mid-tier corporate law firm, you almost always need to have completed a clerkship. Thankfully, after carefully targeting my applications to the firms I thought best suited me, I was offered a number of positions. I accepted clerkships with two of Melbourne's best law firms, and was eventually offered graduate positions at both. The clerkship experience was great. You get to meet a group of law students from across Australia, many of whom you will end up working with as colleagues, and you get to experience life working in a large law firm.

Participating in a clerkship is like a three-week interview (although, not in a scary, uncomfortable way). It is an opportunity to show who you are, to bring some personality and enthusiasm to the role, and genuinely see if the firm and its culture are the right fit for you. At the end of the clerkship season (generally, there are two clerkships over summer, and one over winter), there is an anxious wait to see if you will be offered a position the following year. Obviously, these positions are fiercely competitive.

However, before you know it, you have finished university and it is day one in your new firm as a graduate. I accepted a position with Herbert Smith Freehills (which, when I commenced, was known as Freehills). In addition to working in a practice group (every firm structures their graduate program differently, but it usually consists of rotations through different practice groups), you will complete your practical legal training in your first year before you can be admitted as a solicitor. Once admitted, you can finally call yourself a lawyer!

Working in a large corporate law firm is challenging and exhilarating at the same time. You work with large, well-known clients, on cases and transactions that make the news and affect society. You have the opportunity to learn from lawyers who are market leaders in their practice, and slowly you too can see yourself developing into a trusted advisor. The hours are sometimes long and the matters are often complex, but you are constantly learning and growing, and importantly, building a practice that will set up your career. You will also meet plenty of great people and build a solid network of colleagues and friends that will help to support your career.

Over time, the experiences early in your career will present opportunities later in your career. For me, in my third year post-admission, I was offered a position working in London for White & Case, where I am currently working. This experience is now providing me with an opportunity to utilise my skills and work with clients and lawyers across many different jurisdictions on complex corporate transactions. The work is hard, but the experience is invaluable.

Looking back, it is clear to me that I would not be here today if I had not seized every opportunity and committed myself to be the best that I could be while studying the Juris Doctor at RMIT. I decided I wanted to be lawyer, so I enrolled in law school. I decided I wanted to achieve high grades, so I studied on weekends, read the materials and went to every class. I decided I wanted to be a corporate lawyer, so I focused on building my resume, standing out from the crowd and applying for clerkships at the firms that I wanted to work. All of these decisions were conscious choices, and I haven't looked back since. Good luck.

Stephen Carlton

Associate

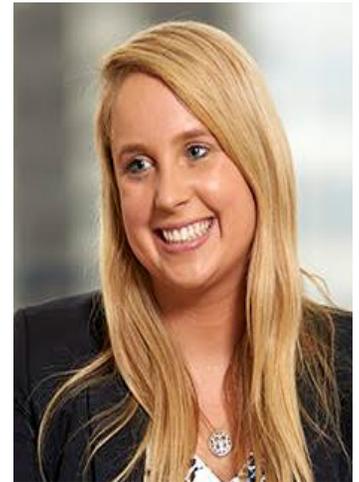
White & Case LLP

LANDING A JOB AT A COMMERCIAL FIRM

Keen to work at a commercial law firm? As you might be aware, the majority of law firms follow the same strictly regimented graduate recruitment process:

1. Students apply for Seasonal Clerkships in their penultimate year of law school.
2. Clerks experience life at a law firm for a 3-4 week period in November/December, January /February or June/July.
3. From the pool of Seasonal Clerkships, the firms select their Graduates. Priority offers are made around August of your final year at law school.
4. The Graduate year commences around February/March of the following year.
5. You're in. You complete the Grad year, an equally weird and wonderful experience, rotating through different practice groups of the firm and learning more everyday.
6. Before you know it, you're a bona fide first year lawyer!

Sounds cutthroat? It can be and it's also easy to miss the boat if you're not prepared.



Get a head start whilst studying: networking, volunteering and work experience

If you're a JD student, you've really got to get started on this from the get go. Think about it, if you're applying for Seasonal Clerkships in your second last year of law school, you've only got a year to get some work experience under your belt (and on your CV). These days, it's bloody tough to gain legal work experience. I remember thinking, 'It would be great to gain a research assistant or paralegal job at a firm'. How naïve. Not only were these roles scarce, but also extremely competitive. So, I looked into volunteering. AND FOUND I COULDN'T EVEN LAND A JOB WORKING FOR FREE. I remember applying for volunteer programs but there were always huge waiting lists. Like I said, it's competitive: it's important to start early, be patient and persevere.

While you're waiting, I'd suggest working on your 'extra-curricular activities.' This could be anything - join the LSS or a professional association or - at the very least - consider taking up some interesting hobbies. Sometimes the people who stand out in Seasonal Clerkship interviews are not the ones with 3 years of paralegal experience, but the ones who have interesting life experiences (think abseiling, volunteer firefighting, drama, etc.).

Seasonal Clerkships

I won't lie: the recruitment process for Seasonal Clerkships is not easy (read: brutal). But you'll get through it. If you don't get a Seasonal Clerkship, please, please, please understand this is not the end of the world. I promise everything that will work out. It has for all my mates from law school, and it will for you. If you do land a gig, here are some tips for making the most of your experience. *Clerkships.* On the one hand, you're essentially on a month long interview, which can be tough thinking you have to be 'on' all of the time. On the other hand, clerkships are an amazing opportunity for you to learn about life at the firms where you clerk. You'll be placed in a practice group and have the opportunity to meet everyone, see what everyday life is like as a lawyer, attend group meetings and training sessions and most importantly, you will be exposed to real work - no fake files or assignments! The majority of Graduates are selected from

the pool of Seasonal Clerkships. My best advice is to make the most of the opportunity and be yourself. In terms of expectations, I would say it's less about the work (although definitely proof-read) and more about the way you fit in with the firm.

The Graduate Year

I don't really know what to say...it's crazy. There's no standard day. This is precisely what makes the Grad year both exhilarating and exhausting. At most firms, you will rotate through 3-4 different practice groups throughout the year, i.e. some transaction and some litigation groups. As soon as you start feeling comfortable in one team - BOOM: you're shipped off to the next. But it's also awesome - you get to try out different areas of law and you'll soon get to know most people in the firm. At some firms, graduates undertake Practical Legal Training, via College of Law or ANU. At Hall & Wilcox, we do Supervised Workplace Training, which effectively means we learn on the job. Generally PLT and SWT is very structured and - compared to law school - a walk in the park. Before you know it, you'll be prepping for admission and putting in preferences for the team you wish to settle in. This involves 1) a lot of paperwork and 2) a lot of thought. Regarding settling, my advice would be to be open minded and think broad.

Life as a lawyer

In my opinion, your first year as a lawyer will be your biggest learning curve. You're no longer one of the golden graduates, but this doesn't mean you've stopped learning. Quite the opposite - you'll be constantly learning. You'll be in your practice group, conducting your own files and working directly with clients and partners, managing your time, **managing your budget**, managing expectations...the list goes on. You'll need to be organised, prepared for urgent matters, use your time efficiently, be involved in training and professional development, be prepared to work autonomously and to work in a team environment. You'll get to work on some amazing matters and your skills and confidence will grow at a rapid rate.

Michelle Berry
Lawyer
Hall & Willcox



I'M A REAL LAWYER - I PROMISE!

Everyone knows the old maxim that “if you love what you do, you’ll never work a day in your life.” It’s one of those things that sound true and incredibly logical but logical validity does not indicate truth!

I’ve had a very unconventional career path with my law degree and in fact, judging by the comments from some of my colleagues that went along the well trod path towards big corporate law, I’ve had much better job satisfaction along the way.

If I could go back in time and tell the brand new JD student me something it would be this: follow the less travelled path, there’s less competition there. The thing is that with the path less travelled there’s also a lot more insecurity and the workload is tenfold; all of this is justified because the reward is a lot sweeter.

It’s taken me a long time to feel like a “real lawyer” and that’s because somewhere between contract law and my final exam I detoured down the “less travelled” path. There were no clerkship applications in my world, no aiming for near perfect GPA’s or undertaking outrageous amounts of extra curricular legal volunteering. What I did was try and find a place where I could combine my interests in human rights, community development and engagement with my professional background in health promotion and community organising with my legal education and training.

Law school brochures aren’t full of alumni that are health promotion- community development- legal practitioners but rather students who are now working for a large multinational firm and on a well defined (cliched?) career trajectory. Even though statistically there are less of the latter and more of the former in the profession.

David Mejia - Canales

Lawyer and blogger

www.aftersalazar.com

@PrimaFacieAU

<https://au.linkedin.com/in/dmejiacanales>

We’re not good at celebrating the diverse mix of skills and careers within our profession so if your heart isn’t set on following the expected path of clerkship- graduate- associate - partner it can be difficult to find role models, career advice and support networks.

So what do I do?

A lot of things, and that didn’t start up being the career plan but now it’s by design. I host a podcast about current affairs and the legal issues that surround them and that’s actually set to make a profit soon. I also host a series of community legal education videos and will be monetising that venture very soon too as well as developing an app to accompany the series. I run a legal information blog as well as work as an electorate officer for a state parliamentarian and work in policy and research to reduce incarceration rates and improve the social outcomes for young people and Aboriginal communities.

Yes, I do all of these things simultaneously and within the normal Monday to Friday, 9 to 5. Not only is my job rewarding, it’s varied and also in line with my values and contributing to the betterment of society.

It just wasn’t easy getting here, the feeling of not feeling like a ‘real lawyer’ is still very real sometimes and not because I don’t apply my legal skills daily but because of the lack of role models and examples of people who have used their legal training in a variety of ways. Not to disparage my colleagues that have been lucky enough and successful in pursuing the standard legal career path, but it’s not for everyone and it wasn’t for me; law schools would do well in showing the incredible diversity that exists within our profession. There’s so much you can do with a law degree, particularly if you go down the less travelled path.

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LIFE AS A GRADUATE AT LANDER & ROGERS; DOING GREAT WORK AND HAVING FUN DOING IT

In one word life as a graduate at Lander & Rogers is fun. Prior to starting I could not have imagined that I would look forward to, and love, coming to work every single day.

What stands out most to me about Lander & Rogers is that it lives up to its reputation. It is a great place to work that mixes hard work with fun social events and is made up of down-to-earth people that do not take themselves too seriously. The work is high quality and interesting and the people genuinely get along and like each other. This all creates an effortlessly relaxed environment.

The sort of work I have done has varied widely. It has been interesting, challenging and rewarding. I have attended client meetings, attended mediations, assisted with litigation, drafted letters of advice, agreements and affidavits and have participated in various pro bono programs. As a graduate I have been given a lot more responsibility and autonomy than I would have expected. I have made appearances in the Magistrates' Court, the Federal Circuit Court and County Court, instructed in the Magistrates Court and Family Court, interviewed witnesses and have meet with client's one on one, all of which have been amazing experiences.

Every group is different in relation to their hours, but generally I have worked from about 8.30am to 5.30pm. If I have been here any earlier or later a senior lawyer has inevitably stepped in to help manage my workload. Whatever group you are in there is no pressure to put in any "facetime" and in fact it is actively discouraged. We are trusted to work the hours we need to in order to get our work done and are otherwise expected and encouraged to maintain and enjoy a life outside of work.

In addition to being fun, life as a graduate at Lander & Rogers is busy. Beyond the diverse range of work I have been involved in, there are a wide range of committees and volunteering to get involved in and always social and sporting activities going on, which I have really loved. There have been trivia nights, movie nights, dinners, lunches, cricket, football and netball games, Pilates classes, yoga classes, boot-camps, fun runs, triathlons, language classes, meditation classes, themed mid-year parties, Christmas parties and every other social activity you can think of. I have helped organise the annual AFL Grand Final Eve drinks and auction raising money for charity, the quarterly new starter themed drinks, the annual tennis tournament, been involved in breakfast club preparing breakfast for primary school children from public housing estates, collected countless donations from staff for different charities and appeals and delivered Easter eggs and hot cross buns to staff. The weekly Friday night drinks always get a good turn out and are a great chance to catch up with everyone from the other groups.

Overall, my graduate year at Lander & Rogers has been, and continues to be, an exciting, engaging, varied and fulfilling experience. I have had fantastic opportunities to develop my skills and grow my knowledge. I have made life-long friends. I have worked with and learnt from brilliant lawyers, who have become inspiring mentors.

Jacinta Fox

Lawyer (2015 Graduate program)

Landers & Rogers

FROM THE JD TO THE PUBLIC SECTOR

My name is Ronnie Lerman, and I am a graduate of the RMIT Juris Doctor 2015. I completed my studies with RMIT as a full time student over three years. During this time I was presented with many opportunities to better myself as both an individual, and as a young Australian lawyer.

During my final semester at RMIT, I was fortunate enough to gain employment in the Victorian Public Sector in a full time capacity. Currently, I am working as a Case Management Assistant for the office of the Freedom of Information (FOI) Commissioner. At present I am also undertaking my Practical Legal Training (PLT) course with the Collage of Law.

As part of my course structure with RMIT I was able to select a practical placement elective. I completed this placement at the Mental Health and Legal Centre (MHLC). During my time at MHLC, I was encouraged to become involved in many different tasks such as: writing formal letters, joining the “Inside Access” team at Dame Phyllis Frost Centre and many alternative research activities. All of these experience have given me detailed insight into the work undertaken by a Community Legal Centre, and has better prepared me for the various activities I would undertake the legal profession. This placement position taught me many valuable and transferable skills, such as professional legal writing, interviewing clients, and adapting my communication to the audience. At present I am still in touch with several staff members from MHLC, and look forward to becoming involved with the legal centre again in the future.

In addition to this elective, I completed a second elective titled “Research Project”. This subject offered a practical placement position at the Magistrates Court of Victoria. With the assistance of RMIT staff, I was able to obtain a placement position shadowing State Coordinating Magistrate, Franz Holzer. This was one of the best experience in my professional career. During my term at the Court, I was able to engage in detailed conversation about a variety of legal issues with experts in the industry. Further, being exposed to court room procedures and interactions on a daily basis gave me a well-rounded understanding of all the procedures taken by legal representatives and clients pre and post-trial. As a result I have become much more comfortable in a court room setting which has been a great benefit to me during my Practical Legal Training course.

As part of this placement I was exposed to the Diversions Unit within the Magistrate Court. I developed a passion for this area as it was strongly in line with the topic of my research paper. I sought information on how I could become involved with this Unit. I was fortunate enough to be recommended for a placement position within this unit by Mr Holzer, and with the assistance of staff at RMIT, I secured a second placement position at the Magistrates Court – Diversions Unit.

Since I have started working in the public sector, I have become more aware of how closely all the different governmental departments work. I have worked very closely with the FOI Unit’s across many government departments and smaller government agencies. Being exposed to the various work that other departments I have developed an interest for the work done by the Department of Corrections and hope to migrate into the policy side of this department.

In the near future I hope to keep facing challenges which allow me to develop as a young professional in the legal field. I look forward to obtaining my practicing certificate this year, and see what the future holds.

Ronnie Lerman

RMIT JD Graduate

Case Management Assistant

Office of the Freedom Information Commissioner

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MAKING A DIFFERENCE AS A HEALTH LAWYER

Having previously worked in the public sector, being able to make a difference to the community is extremely important to me. This is why Russell Kennedy is a great fit with my personal values. Our pro bono work is not rhetoric; Russell Kennedy's vision for its pro bono practice is enacted across all levels of the firm and produces tangible results. Similarly, we work across the firm's sectors of focus to help our clients make a difference to their own clients' lives. Working with such a diverse client base across all levels of government, the charitable and Not-for-Profit sector and private enterprise is an attractive challenge.

Health law

Health is a diverse area of law which continues to grow far beyond medical negligence claims. Russell Kennedy's expertise and experience in the health sector includes public and administrative law, corporate and clinical governance; the legal aspects of funding the establishment of research and teaching facilities; commercial agreements, intellectual property and commercialisation of research; coronial inquests and other investigations; workplace relations, information technology; charitable bodies and bequests; practitioner disciplinary matters, and regulatory compliance and risk management.

Health: A sector of focus at Russell Kennedy

In my practice, I advise clients on public and administrative law, corporate and clinical governance, risk management and regulatory compliance. Our health sector clients face the advent of new technologies, demographic pressures, a highly regulated operating environment, and shifting social and community expectations. I enjoy advising clients in challenging environments such as these, in which it is important to ensure your advice is practical and relevant to the context in which it is delivered. With over 25 years' experience in health law, Russell Kennedy has acted for healthcare providers, hospitals, medical colleges, government departments, and aged care and community service providers. I find it very satisfying to work with our extensive client base alongside Principals who are regularly voted "Best Health Lawyer". Working in our Health team would give you access to a wealth of knowledge and experience that would support you in your practice. It would expose you to novel and challenging legal tasks because clients trust Russell Kennedy to deal with these challenges.



Grow with a firm that's growing

Due to Russell Kennedy's recognised expertise in the health sector, many opportunities can present themselves for practitioners. For example, I have undertaken a number of secondments as in-house counsel with large public hospitals. I have also had the opportunity to attend a number of health-based conferences which Russell Kennedy sponsors.

A day in the life of a junior Health lawyer

At Russell Kennedy we pride ourselves on being able to give our graduates and seasonal clerks access to a wide range of real legal work. In our Health team, a junior lawyer's day-to-day activities will include drafting court documents, advices and correspondence, as well as contributing to discussions on strategy and client engagement, and attending court and client conferences.

Tips for lawyers starting out

At Russell Kennedy we value team work, sound interpersonal skills and strong conceptual thinking. We need our lawyers to understand the context and implications of the advice and representation they provide. My advice to graduates is to have fun exploring different areas of law and then make decisions based on what you are passionate about and enjoy doing. Another piece of advice is to never let fear hold you back as some of the best adventures and opportunities can come from embracing scary challenges.

Emma Turner
Special Counsel
Russell Kennedy

WORKING AT THE SUPREME COURT - WITH JULIA WANG

What is your current job?

I am currently an Associate to the Chief Justice of the Supreme Court of Victoria, the Hon. Marilyn Warren AC.

What does the job entail?

My main task is to assist her Honour with preparing for hearings. Her Honour sits on a range of civil and criminal appeals, and also occasionally sits as a judge of the Trial Division. In the lead up to a hearing, us associates will familiarise ourselves with the appeal materials, conduct legal research as requested by our judge, and draft memos summarising the key facts and issues in the proceeding.

On the day of the hearing, the associate will clerk in court, taking notes of the submissions made by the parties and making sure that our judge has all the materials that her Honour needs during the hearing. After the hearing, we get a chance to discuss the matter with our judge. Her Honour might then ask us to research particular points that have come out of the hearing. The Chief Justice also has a busy ceremonial schedule. As her Honour's associates, we organise and run the admissions ceremonies for new lawyers. We also get the opportunity to attend events to which the Chief Justice has been invited or at which her Honour is speaking. This year, event highlights have included the Opening of the Legal Year at Government House, and the DPP's conference for prosecutors.

How has your career progressed to this point?

I graduated from my law degree (LLB, University of Melbourne) in 2012 and commenced a traineeship at the Victorian Government Solicitor's Office ('VGSO') in 2013. I worked at VGSO until I came to the Supreme Court in August 2015. I ended up at VGSO through a fairly fortuitous path.

My Administrative Law lecturer was a solicitor at VGSO, and told me about a paralegal opportunity that had come up. I applied, got the position, and worked as paralegal there for the next few years of my law degree. I enjoyed the paralegal work so much that I decided to apply for and undertake my traineeship at VGSO. My graduate year at VGSO was a wonderful experience – I had the benefit of rotating through four very different, but each fascinating, branches of the firm, including a rotation in the Victoria Police branch which gave me the chance to go on a 'ride-along' with a police unit and see the legal issues that arise for the police on a day-to-day basis.



After my traineeship at VGSO, I settled in the Litigation and Dispute Resolution branch. This included a 6-month stint in the VGSO team working on the State Response to the Royal Commission into Institutional Responses to Child Sexual Abuse.

What legal experience did you have from your degree?

As mentioned, I worked as a paralegal at VGSO for much of my degree. In addition to my paralegal job, I completed three clerkships in my penultimate year. I also worked as a Research Assistant for a few academics at the Melbourne Law School.

One of the most valuable experiences during my time at Melbourne Law School was working on the Melbourne University Law Review (an academic journal). I also volunteered for Australian Red Cross' Friends of International Humanitarian Law program for a period.

What advice would you give a current student about planning for a career in the law?

There are so many early career pathways in the law, but many of them are not well advertised, especially in comparison to commercial law. If you think you might be interested in an associateship or career outside commercial law (eg government, the community sector or criminal law), start researching early to see what opportunities are available.

If you get the opportunity, I highly recommend working for an academic or on a legal journal. It was invaluable to my legal research skills and it also gave me exposure to fascinating legal issues and debates.

Get involved in extracurricular activities that you are interested in, but don't feel you have to do everything. I think it's better to do a couple of things that you are passionate about and do them well, rather than overburdening yourself with a large number of commitments to the extent that it's causing stress and/or negatively impacting your studies.

Julia Wang

Associate to Supreme Court
Chief Justice Marilyn Warren

HOW DO YOU GET TO THE BAR?

LET'S ASK MEGAN TAIT

I completed my VCE at Methodist Ladies' College in 2005 and commenced a Bachelor of Laws and a Bachelor of Science at the University of Melbourne in 2006. After one semester, in a quest for less contact hours, I transferred from the Bachelor of Science into a Bachelor of Arts!

In 2009, I secured seasonal clerkships at Brian Ward & Partners and Blake Dawson (now Ashurst). My clerkship at Brian Ward & Partners was my first experience in the real world of law and it opened my eyes to the reality of working as a commercial lawyer. I then completed my clerkship at Blake Dawson in the employment law team. I enjoyed the personal nature of employment law, but I wasn't sure I was suited to working in a large firm.

In 2010, I worked at Melbourne University Legal Services ("MULS") as a research assistant. MULS is the University of Melbourne's in-house legal team, and I really enjoyed the working environment of an in-house legal team.

I also started volunteering at the Mental Health Legal Centre as part of their "Inside Access" team, providing legal assistance to prisoners with mental health issues.

After graduating university in December 2010, I secured a clerkship at the Office of Public Prosecutions ("OPP"). It mainly involved assisting the solicitors in a high-profile murder trial. It was the first time I had ever seen a case in court, and I was hooked.

I then commenced my Graduate Diploma of Legal Practice at ANU, where I met a student who worked as a Judge's associate. After speaking to her about her experience, I realised that this was exactly what I wanted to do. I applied for several associateships, and I was offered the position as associate to Her Honour Judge Davis at the County Court.

I worked as Judge Davis' associate for about 2 years and I enjoyed it immensely. I gained experience in personal injury law, criminal law and in VCAT, and I also gained invaluable insight into the daily operations of a court. It was while working as an associate that I decided I wanted to go to the Bar. It was something that I had had in the back of my mind since my clerkship at the OPP, but I did not realise it was something a junior lawyer could pursue.

I was called to the Bar in October 2013. I practise mainly in personal injury law, for both plaintiffs and defendants. I love working as a personal injury barrister. The work is challenging and exciting, and every day offers something different.

My advice to you is this: while you are a student, try working in as many areas of law and working environments as possible. Apply for as many seasonal clerkships and volunteer positions as you can. If you get knocked back, don't be disheartened. Don't be afraid to ask questions – of your peers, your lecturers, and any other lawyers that you meet along the way.



Megan Tait
Barrister
Victorian Bar

INNOVATIVE LEGAL PRACTICES



At the Centre for Innovative Justice, we are always looking for opportunities to let students know that in a challenging employment environment, it doesn't have to be a choice between big firms and pro bono work, or even the big firms or the community sector. It's possible to conceive of legal practice differently.

Legal practice is not immune to the changes technology and information has brought to other sectors. Just like Uber and the taxi industry, or AirBnB and the accommodation sector, internationally we're beginning to see examples of new legal practices that are tapping into unmet demand for legal services by embracing flexibility and innovation to make the law more accessible and affordable to consumers. Interestingly, many US law schools are also establishing law practice 'incubators' to support graduate lawyers to establish their own practices in what are equally challenging conditions for young lawyers seeking work in a changing legal services market.

In this context, I thought it would be interesting for RMIT's JD students to hear from two young lawyers who have started up their own innovative legal practices. Rebecca Thomas, from Family Law Starts Here and, Laura Vickers from Nest Legal, talk about the opportunities that opened up for them to work flexibly with low overheads, escape the tyranny of the billable hour and meet the growing demand for reasonably-priced legal services supported by upfront, transparent pricing structures such as fixed fees and unbundled services.

FAMILY LAW STARTS HERE

Rebecca Thomas completed her law degree at Macquarie University in 2009 and opened Family Law Starts here (www.familylaw-startshere.com.au) in April 2014 after a period in private practice and time with Maddocks lawyers as well as roles with Macquarie Bank and Ernst and Young.

Family Law Starts here provides flexible appointments and telephone legal advice, as well as fixed fee advice below the Family Court scale, and includes a fixed fee service for drafting court documents. For Rebecca, starting out on her own was a big step, and only possible with mentoring and support from a much more experienced practitioner. Rebecca told students that despite not even enrolling in the subject during her law degree, when she happened upon family law practice, she knew straight away that it was what she wanted to do for the rest of her legal career. Rebecca and Laura both say not to get too 'hung up' on which subject-matter area to specialise in during your law degree, as it has not made much difference to what they ended up doing in practice.

NEST LEGAL

Laura Vickers graduated from the University of Melbourne with a communications degree and first class honours in law in 2006. She did articles at Maddocks in the State Government team and after a few years moved to the Victorian Government Solicitor's Office as a constitutional lawyer.

Whilst on maternity leave with her first child and unable to secure childcare, she created Nest Legal (www.nestlegal.com.au), one of Australia's first online law firms. Marketed as an after-hours boutique law firm for busy parents and others unable to meet a lawyer in business hours, Nest Legal won the 2014 LexisNexis Legal Innovative Index prize for its 'innovative approach to client service that perfectly services its target market.'

Nest Legal advertises its fixed fees online, and obtains initial instructions via secure web forms. Laura's firm also provides dispute strategy sessions where clients pay for a one-hour phone or Skype consultation, after-hours online video conference and basic document drafting in the field of disputes. Laura explained that she had a 'light-bulb' moment while struggling to manage her restless toddler during an appointment with her accountant in his city office, as he painstakingly tapped away entering information from a form that could easily have been provided online. She thought that there had to be a better way of delivering accessible and convenient legal services to people who have young families, and thought that technology must be part of the answer.

Laura researched her idea for a virtual firm by looking at US-based online models. Dealing with the ethical, accounting and regulatory requirement of a virtual law firm, and setting up systems and processes was a big job. Laura uses cloud computing and a range of applications to chat with clients online, document management software, document sharing and accounting software, which are all relatively inexpensive, to run her practice.

Both Laura and Rebecca thought it would be possible to start your own innovative practice fairly early in your career, but noted the requirement for supervised practice for two years post admission would have to be addressed. Laura says that she finds her work interesting and enjoyed the challenge of starting her own business, but the best part of her model for legal practice was the flexibility it provided for her young family. She says that legal innovation doesn't require big budgets and infrastructure, just a bit of imagination and putting yourself in the shoes of your clients.

Stan Winford

Principal Coordinator, Legal Programs
Centre for Innovative Justice
RMIT University

LIFE AS A GRADUATE

Why Baker & McKenzie?

I joined Baker & McKenzie as a graduate in March 2015, having undertaken a Seasonal Clerkship in December 2013 and then returning to work as a research clerk from March to June 2014. As someone who has always been interested in international law, Bakers seemed a natural fit for me and my experiences with the Firm, in the above roles, confirmed as much. From the outset, I was exposed to a variety of engaging and challenging commercial work concerning clients and matters from all over the globe and was given an opportunity to work directly with some of the sharpest minds in the legal industry. Perhaps even more importantly, however, was that there was a genuine collegiate feel across the Firm, with everyone from the partners to the legal support staff always being welcoming, friendly and happy to offer assistance or have a chat.

For me, it was important to be part of a firm that I genuinely enjoyed working with every day, and Bakers offered exactly that. With this in mind, accepting a graduate role with Bakers was one of the easiest decisions to make and my experience thus far has confirmed that it was the correct one.

Graduate rotations - it's all about "hands on" experience.

At Bakers, graduates undertake three rotations of six months each. I began my first rotation in the Corporate Markets group, working largely on private mergers and acquisitions. Almost immediately, I was thrust into a number of major commercial transactions and benefited from working directly with partners and senior associates. I was given a large degree of responsibility and found myself sending emails directly to, or having one-on-one discussions directly with clients. I also had the opportunity to run meetings, draft advices and other documents, and liaise with stakeholders and government departments - gaining incredible hands on exposure at such an early stage of my career. However, the support structure and mentoring of senior lawyers meant that I never found myself feeling out of my depth. Rather, I relished the opportunity to develop and advance my practical and technical legal skills in a high quality work environment.

My second rotation was in the Energy, Resources, Infrastructure and Corporate group (ERIC), which again involved working mostly on private M&A deals but this time with an industry specific focus. The bulk of my rotation was spent on a major infrastructure deal where we acted for a foreign institutional investor who was part of a consortium that was successful in bidding for the Trans Grid assets from the NSW government. I was able to build on the skills that I had developed working in the Corporate Group and apply those same skills in the context of a major government infrastructure privatisation. Throughout my time in ERIC, I also worked on a number of global mining and resource projects and attended various institutional events on behalf of Baker & McKenzie, such as the 2015 All Energy Exhibition and Conference.

I have recently begun my third and final rotation in the Dispute Resolution team - and have already attended Court and client meetings! I am really looking forward to developing some new skills working in a litigious environment. Whilst I have been challenged and stretched throughout my graduate program, I have always felt supported by my supervising partner, colleagues or buddy.

Unique opportunities to develop

One of the best aspects of being a junior lawyer at Baker & McKenzie is the approach the Firm takes in relation to your career development. The learning and development opportunities during

my graduate program included the College of Law program, Cornerstone sessions (the Firm's professional development program for junior lawyers), Practice Group Professional Development sessions, and Professional Development conferences - all of which contribute to developing junior lawyers' legal and technical skills and knowledge.

A particular highlight of the graduate program is attending a 'Corporate Intensive' and 'Dispute Resolution Intensive' with the Sydney graduates. This involved travelling to Sydney twice, each for a two day period, to undertake legal and practical training in relation to Dispute Resolution or Corporate matters. Not only was this extremely useful for developing my legal skills, it also provided an excellent opportunity to get to know the Sydney graduates as well as the Sydney lawyers in the relevant teams - especially during the many social events held during the intensives! The Firm also offers a wide range of pro bono opportunities - including supporting Peter MacCallum cancer patients, assisting refugees, and distributing meals to homeless/disadvantaged people. I have recently been registered as a Migration Agent and have attended a number of workshops at the Refugee and Immigration Legal Centre where I have provided assistance to asylum seekers in completing their applications for protection visas. These programs are brilliant in that they offer a change of pace to general corporate work and allow you to feel as though you are making a tangible contribution to the community. The Firm is extremely supportive in facilitating these programs and all pro bono work counts towards your billable targets.

It's not just about work...

During my time at the Firm, I've attended a variety of social events including Friday night drinks (with a different theme on every occasion), lawn bowls, laser tag, trivia nights, End of Financial Year and End of Year Parties (again, with different themes for each occasion including a Great Gatsby theme which featured a choreographed flash mob dance!). At the End of Year Party, the current graduates also put together a "revue". This is a great opportunity to connect with everyone in the Firm, and allows the graduates to don their directors caps and show off their creativity. From take offs on songs such as "Hotline Bling" and "Bad Blood" to imitating key players in the Firm, we had the whole Firm in stitches!

I've also been an enthusiastic member of the Firm's Tuesday night netball team - the Obstructions (although, I still don't really understand the rules!).

These kinds of events and activities are fantastic because they give you an opportunity to interact with your work colleagues in a relaxed environment, let your hair down and have some fun.

My experience to date

My experience as a graduate at Baker & McKenzie has been phenomenal thus far. When I look back on all that I have done and learnt over the past 12 months, I really do have to pinch myself. Whether it be gaining first hand exposure to high quality legal work, or working and interacting directly with partners and clients, or enjoying social events and building relationships and friendships outside of work - every moment has been incredible. I truly look forward to continuing my legal career at Bakers and can't wait to see what the future holds.

Otis David

Junior Associate

Baker & McKenzie



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

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



CLAYTON UTZ



Allens < Linklaters

What are your prominent practice areas?

Broadly, Allens have eight practice groups operating across eleven sectors. This gives us depth and breadth of expertise – and offers our people more scope when it comes to choosing the area in which they want to work. Our practice groups include: Corporate, Energy, Resources & Infrastructure, Commercial Litigation & Dispute Resolution, Banking & Finance, Restructuring & Insolvency, Tax, Competition Law, Intellectual Property & patents & Trade Mark Attorneys.

What is the firm's approach to pro bono work?

Our pro bono practice provides free legal assistance to a range of not-for-profit and charitable clients, as well as to individuals in need. The pro bono practice runs across all of our legal departments and we aim to give all of our staff an opportunity to become involved in pro bono work.

We were a Foundation Signatory to the National Pro Bono Aspirational Target which means we have committed to use our best efforts to ensure that the firm will undertake, on average, at least 35 hours of pro bono legal work per lawyer each week.

The total number of pro bono clients Allens has at any one time is between 300 and 400, with clients including Amnesty International Australia, The Arts Centre of Australia, The Indigenous Education Foundation, The Bicycle Institute, Bush Heritage Australia, ChildFund Australia, The Human Rights Law Centre, The Ovarian Cancer Research Foundation, The Refugee and Immigration Legal Centre, WWF.

BAKER & MCKENZIE

Describe the values of the firm and its prominent practice areas.

Please see our profile on page 22 for further information.

What is the firm's approach to pro bono work?

Our lawyers are actively encouraged to undertake pro bono work. We believe that the provision of pro bono legal services is a fundamental professional responsibility. As lawyers, we have a particular skills set and the best way to assist those in need is to utilise those skills.

We are a signatory to the National Pro Bono Aspirational Target of at least 35 hours of pro bono legal work per lawyer per year. In FY15 we contributed more than 6,600 pro bono hours to more than 200 individual members of our community, charities and other not-for-profit organisations and about 82% of our legal staff worked on pro bono matters.

Our lawyers regularly undertake a wide range of pro bono legal work for disadvantaged clients in Sydney, Melbourne and Brisbane as well as not-for-profit organisations. Our lawyers assist victims of domestic violence seek compensation; represent asylum seekers in court seeking judicial review of decisions relating to their refugee status; help seriously ill clients and young people exiting the child protection system with their legal affairs; work with various organisations to prepare submissions and advocacy papers to support law and policy reform; present legal workshops to vulnerable and at risk youth; and much more. Our pro bono work extends globally too. We are currently providing legal assistance in connection with ending human trafficking across the Asia Pacific region.

What other opportunities does the firm offer?

Through Linklaters alliance, our partners and lawyers can now:

- Work on global deals with market leading lawyers
- Work on multi-jurisdictional matters with a broader range of clients
- Go on International assignment (short and long term)

These opportunities are not just for senior lawyers, they are available to you from day one. Here are a few examples:

- Four of our first year lawyers spend their second rotation (12 months) at the Linklaters London office.
- Lawyers have recently returned from an international assignment to Abu Dhabi, Milan Singapore, Russia, Hong Kong offices.
- We also have a number of Linklaters lawyers in our Australian offices.

How many clerks does the firm usually take?

Approximately 70-80 clerks in Melbourne.

What sort of work can a clerk expect to perform?

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 meeting.

What other opportunities does the firm offer?

What really distinguishes us from other firms, is our global approach to development. Because we have been global from the beginning, we have well established regional and global programs and a deeply embedded culture of knowledge sharing, support and mentoring both within and across offices.

Most relevant for you, summer clerks who have accepted a graduate role with our Firm are eligible to apply for an 'international clerkship', with the opportunity to work for around four weeks in one of our overseas offices in the year following their summer clerkship.

Our associates attend regional training as well as practice group specific events and conferences held throughout the region in order to help develop global networks and legal skills.

Our associates also attend regional transition programs at each stage of their career – when they transition from junior to mid-level associate, from mid-level associate to senior associate and from senior associate to partner. These programs provide development in the key skills which our lawyers need at each stage such as people leadership, business development and project management, and also enable our lawyers to foster deep relationships with international peers at the same career stage. Recently, programs have been held in Bangkok, Hanoi, Ho Chi Minh City, Hong Kong, Kuala Lumpur, Manila, Singapore, Sydney, Taipei, and Tokyo.

We also provide a number of scholarships to our lawyers for full-time graduate legal study outside their home jurisdictions, and prestigious summer school courses in the USA, studying American and international law among professionals from all over the world.

How many clerks does the firm usually take?

Approximately 20.

What sort of work can a clerk expect to perform?

Please see our profile on page 22 for further information.



IT ALL STARTS HERE

graduates.minterellison.com

MinterEllison



0.17	45.83%
0.04	5.63%
0.04	5.00%
0.11	4.62%
0.45	3.40%
0.04	3.04%
0.04	2.94%
0.20	2.94%
0.32	2.83%

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Inspire

Daniel Scotti and Glen Sauer with Nicole Sloggett, Reiteke Grosser and Daniel Ezekiel reflecting on the success of their latest trans-Tasman IPO.

Firm description and prominent practice areas

Clayton Utz is one of Australia's leading law firms, with a reputation for standing out - and for being outstanding. With 177 partners and over 1,200 employees across six offices, we continue to build on our reputation for confident, innovative and incisive legal advice.

Our major areas of practice are Banking & Financial Services, Commercial Litigation, Competition, Corporate M&A, Capital Markets, Environment & Planning, Insurance, IP & Technology, Major Projects & Construction, Public Sector, Real Estate, Restructuring & Insolvency, Tax, Workplace Relations, Employment & Safety and Pro Bono.

What values are important to Clayton Utz?

At Clayton Utz, our culture is based on Trust, Respect and Co-operation - the fundamental relationship values which we all rely on in our day-to-day lives and relationships with family, friends and, importantly, with colleagues. And we Stay True to them. Together with our foundation value of Highest Ethical Standards, these behavioural values and expectations form our Firm Character, the platform from which we can all work towards achieving our mission - to be The Firm of Choice.

Clerkship Program

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

How many clerks does the firm usually take?

The Melbourne office will typically take 30 clerks in total (15 in each of our two intakes).



DLA Piper is a global law firm with lawyers in the Americas, Asia Pacific, Europe, Africa and the Middle East. We are a law firm with momentum. Over the past decade, DLA Piper has undergone rapid expansion, responding to global markets and helping our clients deliver on their business strategies. In doing so, we are uniquely placed to provide our people with the global career opportunities they are looking for.

In Australia we are trusted legal advisors to approximately a third of the ASX 100 companies and all levels of government. We have offices in Sydney, Melbourne, Brisbane, Perth and Canberra. At its heart, DLA Piper is an entrepreneurial and dynamic firm. We have a supportive and performance based culture founded on the diversity of our people, the communities we operate in and the clients we work with.

In Australia, we are recognised as an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency. We are also members of the Tristan Jepson Memorial Foundation, supporting workplace psychological health and safety.

What qualities does Clayton Utz look for in a clerk?

We're looking for clerks who are personable, practical, commercially-savvy, as well as flexible. Our lawyers undertake complex and innovative legal work, so it's important that they are intelligent and motivated individuals who aren't afraid of a challenge. We'll look at whether they've had a broad range of experiences, such as part-time employment, voluntary work legal experience (voluntary or otherwise), or sporting, cultural or community pursuits. They need to show they have behavioural skills such as time management, initiative, goal-setting and achievement, teamwork, an understanding of client service and self-motivation.

Most importantly, we are looking for clerks who we'd enjoy working alongside. We want clerks who are going to be a good cultural fit and who embody the firm's values, every day, in all that they do.

What type of work can a clerk expect to undertake?

Over the course of the program, you'll join legal teams and work on actual matters for our clients across a wide range of legal areas, under the supervision of a Partner or Senior Associate, and with support of the team. You'll have an opportunity to discover the office environment and culture at Clayton Utz first-hand, and to extend yourself and expand your knowledge.

Clerkship Program - We provide cutting-edge learning and development programs, and an opportunity to work alongside some of the best legal minds around.

As a clerk, you can expect to have a varied experience both in and outside the office. You will gain first-hand experience in the practice of law by doing real legal work. Joining us as a clerk is your path to a Graduate position. At DLA Piper we recruit to retain and once you qualify, we will continue to offer you exceptional career opportunities, in an environment that is challenging, rewarding and, we believe, truly different from our competitors. We are also committed to supporting our people's desire to experience working life in other parts of the world. For our Graduates we offer the opportunity to apply for a six month rotation to one of our offices in Asia. We believe our secondment program fosters a global mindset and is critical to our success.

What it takes - Being an excellent lawyer requires more than just comprehensive technical knowledge. Every aspect of our approach is tailored carefully to our clients, their business needs and industry. Successful applicants are not only bright, as demonstrated through strong academics, but they also bring unique life experiences and insights to the table. Our lawyers are excellent communicators, collaborative team players and commercially minded, because our clients are the core of our business.

For more information about our clerkships opportunities, please visit: www.dlapipergraduates.com.au.

IT ALL STARTS HERE

At MinterEllison our aspiration is to be our clients' best partner. Our large, diverse client base includes public and private companies, leading multinationals operating in the region, global financial institutions, and government and state-owned entities.

We think beyond the law and apply a commercial approach and creative thinking to some of the region's most high-profile transactions, projects and disputes. We draw on the extensive capability of our own office network and relationships with other leading firms around the world to deliver seamless service to our clients wherever they need us.

Recent accolades for MinterEllison:

- International Deal of the Year: Australasian Law Awards 2015
- Insurance Law Firm of the Year 2015, 2014, 2013, 2012 (Australian Banking & Finance Insurance Awards)
- Elite Firm: Australia (Global Competition Review)
- Innovation in the Use of Technology Award (Financial Times Innovation Awards)
- Recommended Firm: Australia (International Tax Review Global Tax Directory)
- WGEA Employer of Choice for Gender Equality
- Employer of Choice (silver medal) 2015
- Top 100 Graduate Employer (The Australian Grad Australia Survey)

Our Community Investment Program

At MinterEllison our people take immense pride in contributing to the communities in which we live and work. The focus areas of our community work is driven by our people who have driven our efforts towards breaking cycles of disadvantage – especially for young people; people experiencing homelessness and poverty; and those who require access to justice.

Our community partnerships ensure that resources are targeted effectively where assistance is most needed, with our contribution including pro bono legal work, staff volunteer hours, in-kind support and financial assistance in the form of community grants and a matched workplace giving program.

Non-legal volunteering opportunities, including mentoring students through partnerships with government schools in Sydney, Melbourne, Brisbane and Canberra through our membership of the Australian Business and Community Network. In Hong Kong we also have an active school-based volunteering program. In FY15, MinterEllison delivered more than 30,000 pro bono hours a record for the firm, and a reflection of our commitment to make the justice system more accessible. This equates to an average of 39 hours of free legal work per lawyer – exceeding the 35 hour industry benchmark set by the Australian Pro Bono Centre.

This solid result was reinforced by more than 75 per cent of our lawyers performing pro bono work on a voluntary basis throughout the year.

Learning and development at MinterEllison

We know and understand what it takes for you to be successful as a lawyer. We also know that as a junior lawyer you will need targeted development to help you succeed in the transition from law school to law firm.

When you start your career with us as a graduate, you receive tailored learning – in both technical and commercial skills such as client interaction, business development and interpersonal dynamics. Our program provides everything you'll need to build a successful, long-term legal career. We are also proud to offer graduates a dedicated LifeSkills program to assist you in maintaining your personal health and wellbeing.

Our learning opportunities extend beyond the end of the Graduate Development Program. We want you to be well equipped to be successful and confident as you progress through your career with the firm. From graduate all the way to partner, you will continuously have access to collaborative programs and mentoring opportunities specifically designed to help you grow and succeed.

Flexible work practices at MinterEllison

We support a range of flexible working arrangements, including part-time, job-sharing, variable start & finish times and work from home. We also offer unpaid leave for special requirements not covered by our usual leave policies. Typically this may cover study, overseas work experience, judges' associateships and personal emergencies.

Our Clerkship Program

We typically take 60 clerks over two intakes – one in the summer and one in the winter

Our vacation clerkships offer you real-life work experience. A comprehensive orientation program and learning on the job will help you build your legal skills and commercial acumen.

During our program you will:

- work closely with partners and lawyers on active matters
- produce quality and meaningful work
- participate in tangible learning & development activities and
- attend social and networking events

You will also be allocated a supervisor for daily support who will help you manage your workload, and a 'buddy' for extra insight and advice.

Lander & Rogers

Lawyers

Lander & Rogers is a leading independent Australian law firm operating nationally from Brisbane, Melbourne and Sydney. We have seven main areas of practice and are a principal advisor to many publicly listed and private Australian companies, Australian subsidiaries of global companies, as well as all levels of government.

Our firm's legal services are multi-disciplinary in nature and cover Corporate, Commercial Disputes, Compensation Law, Family & Relationship Law, Insurance Law & Litigation, Property, Projects & Infrastructure and Workplace Relations & Safety.

We provide practical legal advice, along with exceptional client service, and we are renowned in Australia for our down-to-earth and friendly culture.

Seasonal clerkships are a great opportunity for approximately 30 students to join us for four weeks during the university holidays in Nov/Dec, Jan/Feb & June/July and sample life in the law and life at Landers. Our seasonal clerkship program is built on learning and fun.



Describe the values of the firm and its prominent practice areas.

At Russell Kennedy we have three fundamental key values:

- **Integrity:** We are honest, accountable and ethical without compromise.
- **Commitment:** We are committed to meeting the needs of our clients, our people and our community.
- **Expertise:** We apply and develop our unique experience and expert knowledge to understand our clients' needs to deliver effective solutions.

Our sectors of focus are:

- Aged Care and Retirement Living
- Banking and Finance
- Business Services
- Health
- Insurance
- Local Government and Water
- Not-for-profit
- Property Development
- State and Commonwealth Government

We know you've joined us because you're curious about what it's like to be a lawyer, so we'll do everything we can to show you the way by giving you a chance to have a go for yourself. Our programs build on your university education in a range of practical ways from structured training, to workshops, to formal and informal mentoring. But mostly by doing real work for real clients. Additionally you'll have plenty of opportunities to get away from your desk and spend time getting to know your fellow clerks and our people; having fun is serious business too!

What does it take? We're looking for people with the intelligence to tackle complex and interesting legal scenarios, energy to absorb new concepts and willingness to work productively with lots of different people. And we want recruits who are friendly and have a down-to-earth style. Law is a people business, so this is important when dealing with clients and it's also a key ingredient in our happy workplace.

What is the firm's approach to pro bono work?

Russell Kennedy has a long-standing commitment to pro bono work and takes a proactive approach to a variety of pro bono activities. We provide pro bono legal assistance to a large number of not for profit organisations including the Victorian Foundation for Survivors of Torture, the Foster Care Association of Victoria, East Timor Hearts Fund, the Asylum Seeker Resource Centre and Hanover Welfare Services.

What other opportunities does the firm offer?

Opportunities include attending our in-house seminars for professional development, spending time with our current Law Graduates to learn about their experiences, challenges and triumphs. Clerks also have the opportunity to participate in many social activities during their time with us, including lunchtime sports, health and wellbeing seminars, mid-year and end of year functions and much more.

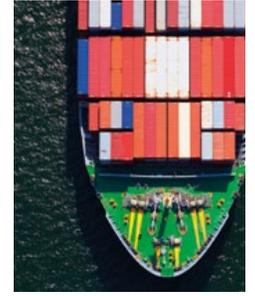
How many clerks does the firm usually take?

At Russell Kennedy, we take approximately 20-25 clerks each year. The three intakes are:

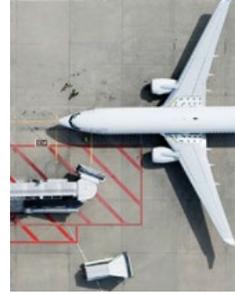
- November-December (4 weeks);
- January-February (4 weeks); and
- July (3 weeks).

What sort of work can a clerk expect to perform?

Our Seasonal Clerkship Program is designed to give you a real taste of life at Russell Kennedy. Our clerks will be doing real work such as drafting correspondence, assisting with research, attending court and participating in client meetings.



LIVE YOUR AMBITION



ABOUT US

If you want to make the most of your career in law, our global network is the perfect place to start. Our worldwide capabilities give us access to the most interesting markets, the most exciting clients and the most significant and complex transactions. For you, this means the chance to work on market-leading deals with some of the most experienced and talented lawyers in our industry, together with access to international secondment opportunities from early in your career.

WHAT MAKES US DIFFERENT?

It begins with our people

It's our people who make us great. It is our priority to ensure they are constantly challenged, recognised, rewarded and empowered throughout their careers.

Our unique way of working

We adopt a flexible approach to the way we work, which builds strong and diverse teams, and is one of the reasons our lawyers tell us a career here is so rewarding. You won't be limited to working with a particular partner or group. Instead, you will have the opportunity to drive your career by working with a range of lawyers and partners.

We make the complex simple

We are known for the quality of our legal minds. That's why we attract some of the most complex legal work, and why our lawyers are recognised as the best in the profession.

Life-long learning

As a graduate, we're committed to giving you the best professional and personal development opportunities. Our training programs provide graduates with practical legal education of the highest professional standard. You'll build your knowledge of the law and business and find an area of law that inspires you. We will support you with leading learning and development programs to round out your skills and put you on the path to becoming a market-leading lawyer.

CLERKSHIP PROGRAM

Come and explore a career with us by applying for one of our clerkships. Our clerkships offer ambitious penultimate-year law students an insight into the workings of a large corporate law firm, and offer an exceptional opportunity to experience our work, people and culture.

Anything is possible with us – provided you are willing to work hard and are committed to achieve whatever you put your mind to.

WHAT WE LOOK FOR

Initiative

A curious mind is vital, as is plenty of initiative. The more adaptable you're prepared to be and the more energy you bring, the more you'll get out of your career here. You'll be able to steer a path that turns possibilities into realities.

Excellence

Excellence is essential; it's a guarantee we give our clients. Intellectually rigorous, driven and eager to learn, you'll set the highest standards for yourself and strive to be the best you can be.

Commerciality

Successful lawyers understand that 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.

Resilience

Positive people thrive in our environment. We look for people who can build sustainable careers with us; people who successfully juggle a busy life and varying commitments while maintaining their wellbeing. Like us, you'll believe that leading a full, active life outside the law can make you a better person to work with.

Well-rounded

Our clients often tell us we have 'great people'. And it's true. We look for diversity – people who bring a fresh perspective and energy to everything they do, with the ability to create strong relationships with each other and with clients.

Teamwork

The ability to work collaboratively and efficiently with others is of fundamental importance to working successfully at a commercial law firm. Negotiations involve work with multi-disciplinary teams across borders and successful lawyers work to reach the best possible outcome in transactions, mediations and arbitrations.

Attention to detail

Lawyers are expected to have an accurate and meticulous approach to their work. You need a good eye for detail to be able to communicate effectively on paper with both colleagues and clients. Attention to detail is part of providing a quality service to our clients.

HOW TO APPLY

www.allens.com.au/careers
www.linklaters.com/ukgrads
www.linklaters.com/hkcareers



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