



CURTIN STUDENT LAW SOCIETY

CAREERS GUIDE



2021 // PREPARED BY CSLS CAREERS PORTFOLIO

Foreword from

PREMIER MARK MCGOWAN

It's not well known that I graduated with a Bachelors of Laws at the University of Queensland in 1989.

I understand the pressures of being a law student. It's a big load for anyone to carry. And that's before the burning question of what to do next, not just with the qualification you are studying for, but with the rest of your life.

Some of you will be looking towards a career in the law itself, in commercial, criminal, family or one of the many other areas. Some of you will see yourselves at a top tier firm, others in the public sector, others ensuring that everyone has access to justice in our legal system.

Whichever one you choose to pursue, I'm sure it will be an interesting career.

But you may see all those options laid out for you, and wish for something different.

There's nothing wrong with that – I was like that myself. I saw all those options laid out for me, and wanted something different. I wanted the kind of adventure in my career that couldn't be found in a firm.

Instead, I joined the navy as a legal officer, where I experienced amazing things, gained a unique perspective of the law and lifelong friends. In fact, it was the decision to seek a career in the Navy that brought me to Western Australia in the first place, setting me on a path first to local council in Rockingham, and then on to a career in State



Parliament. All the way through, across a vast array of experiences, my education in the law has been invaluable, even though I am now advised by people far more learned than me.

I tell you my story for three reasons.

Firstly, don't limit the options you consider just to the direct paths of the law laid out in front of you. Don't feel pressured to take the well-trodden path, if that's not what you want to do. Your skillset and capacity will serve you well in a wide variety of careers that are more than worthy of your consideration.

Secondly, the first step on your journey into the workforce does not necessarily determine where you will wind up. It's an extreme example, but I never saw applying to our armed forces leading to a career in politics. But there are many more examples of young lawyers embarking down a particular path, only for it to veer off in unexpected directions. That's a good thing.

Third, being a partner by thirty is overrated. There are better uses of your time, toil and talents. "Suits" is average TV and a worse depiction of reality.

No matter where your lives or careers take you, I am confident that you will make the most of the opportunities you've been offered.

I wish you all the best in your coming careers.

Professor Robert Cunningham, Dean and Head of Curtin Law School

DEAN'S FOREWORD

For some years I have practised vipassana meditation. "Vipassana" literally means 'to see things as they really are'. Although vipassana is not sectarian, and does not require any religious belief, it is said to represent the meditation practice of Buddha. How does this relate to the Curtin Student Law Society Careers Guide? The answer lies in the concept of 'right livelihood'. While right livelihood has a specific meaning within Buddhism, in my view, the notion can be usefully adopted through the frame of 'the calling of law'.

The learning and teaching of law within Universities can be traced back to Bologna circa 11th century. At this time, there were three main 'callings': medicine, theology and law. Each is said to be a calling because each respectively represents something more than simply a job. Each is a type of profession, which requires: (i) lifelong dedication to special skill and learning (ii) subscription to an ethical framework, and (iii) a commitment to the public interest. In contemplating career pathways, it is worth reflecting upon these three profession characteristics.

Special skill and learning: To learn is to grow. Practising law, either directly or indirectly, requires a dedication to continually refining and improving your understanding of the nuances the law presents. There are no short-cuts. This is why refining your communication and research skills throughout the course of your legal studies is so critical. It prepares for a lifelong dedication to special skill and learning.

Ethical framework: We can debate endlessly what is right and wrong. Yet most of us know when we are violating personal and/or social ethical norms. The ethical framework of the legal profession is embedded in 'Professional Responsibility'. Most of the time, violation of this ethical framework occurs because of all-too-human traits such as greed. Finding ways to militate against the lowest common denominator of humanness, and to rise above, is as much a story about spiritual development as it is about following a set of predetermined rules and/or an ethical framework.

Public interest: The law seeks to mediate between private and public interests. The legal practitioner is also charged with the same responsibility. When you join the legal profession, your first duty is not to your employer or client but to the administration of justice. Alongside pro bono activities of the legal profession, the duty to the administration of justice underscores the importance of the legal practitioner maintaining a commitment to the public interest.

Beyond the three characteristics of a profession, when pursuing a career, it is also critical to follow your interests. Every facet of life has a legal aspect. As you pursue your legal studies, it is imperative you do not forgo other interests, whether that be in art, science, philosophy, sport or any other human endeavour. The best lawyers have a well-rounded knowledge of the world and maintain an interest in matters outside of the law, preserving perspective.

In sum, in searching for 'right livelihood', stay human. As an added bonus, it will give you a comparative advantage over artificial intelligence.



Rachel Jupp, Careers Director, Curtin Student Law Society

CAREERS DIRECTOR'S NOTE

Welcome to the Curtin Student Law Society's 2021 Careers Guide! I am honoured to present this year's Guide, which is aimed at assisting Curtin Law School's students in preparing for their upcoming clerkship applications, learning about what a career in commercial law entails, and considering the array of pathways that awaits students at the completion of their law degree.

All students inevitably grapple with this question as they decide upon the direction in which to steer their careers—'Where do I see myself at the end of my law degree?' I hope that this Guide will support all of you who are currently wrestling with this question by providing you with insight from professionals in both commercial and non-commercial areas. And who knows! Maybe a piece of wisdom in this Guide will inspire you to explore a pathway or practice area that you haven't previously considered.

This Guide is comprised of five key sections. The **Clerkship Toolkit** provides practical information about resume and cover letter writing, interview tips, networking guidance and much more, in order to develop students' professional skills. Our **Commercial Firm Directory** features a number of Western Australia's law firms. Each firm has answered a set of questions to provide students with a profile of each firm's clerkship process, its practice areas, and its values. The **Commercial Law** portion of the Guide contains articles written by legal professionals that provides invaluable advice for those aspiring to practice in commercial

law. The articles address topics such as which practice area to settle in, the expectations for a law graduate, starting a commercial law career interstate, and completing an international secondment in South Korea. If you are unsure about which area of law is right for you, I encourage you to read the **Where Can Your Law Degree Take You?** section of the Guide. This section contains articles written by a wide range of professionals who practice in areas such as academia, criminal law and defamation law. Finally, the last section of the Guide is dedicated to **Enhancing Your Student Experience**. This portion of the Guide sets out ways in which you can make the most of your time at law school. It includes articles by Curtin Law School students on volunteering in community legal centres, having work published in an academic journal, and competing in national competitions. I am also particularly grateful to Leigh Smith for his contribution, which outlines our rights as students when performing unpaid work, and I'm sure it will be of great value to many of you.

This Guide would not have been possible without our sponsors—it has been a pleasure working with all of you. Thank you to all of the authors for providing us with your invaluable wisdom and to our Premier, Mark McGowan, for taking the time to write the Guide's Foreword and generously sharing your insight with us. I extend my heartfelt appreciation to the Curtin Student Law Society's Careers team (Meghann Leavy, Nigel Smith, and Helen Do) and the entire 2021 committee for its assistance. Finally, I would like to sincerely thank Nicole Lyttle, who did a phenomenal job designing this year's Guide.

I trust that this Guide will be a valuable resource for all of you. I wish you all the very best for your future endeavours and good luck to those of you applying for clerkships this year! Please do not hesitate to contact the Curtin Student Law Society with your questions, queries and concerns—we're here to help. Be yourself, give it your all, and support your fellow students going through the process. You've got this!

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Johnson Winter & Slattery

King & Wood Mallesons

MinterEllison

Norton Rose Fulbright

Squire Patton Boggs

Sponsors



Clerkship

TOOLKIT



CLERKSHIP DATES 2021

Vacation Clerkship Recruitment

Applications open | 28 June

Applications close | 1 August

Review and interview | 2 August - 10 September

Offers made | 17 September (9 am)

Offers held open to | 17 September (1 pm)

Graduate Recruitment

1st Round Offers

First-round offers made | 23 July (9 am)

First-round offers held open to | 23 July (5 pm)

Graduate Recruitment

Standard Offers

Applications open | 26 July

Applications close | 8 August

Review and Interview | 9 August - 3 September

Offers made | 10 September (9 am)

Offers held open to | 10 September (5 pm)



Meghann Leavy

CLERKSHIPS: AN OVERVIEW

What is a clerkship?

A clerkship is a legal internship generally aimed at penultimate year students that involves work experience in the legal profession. Typically, a clerkship will be full-time work for 3–4 weeks on a paid basis. They not only provide great exposure to particular law firms and government agencies for students but also serve as a way for potential employers to see you in action.

Why are clerkships important?

Clerkships give students an insight into what working in the legal profession entails. They can assist students in deciding what type of law they want to pursue, what firm is the best fit for them, and if they want to practise law at all. However, most importantly, clerkships allow students to develop their skills and create invaluable contacts within the profession.

While clerkships are not a requirement of a law degree, they are important for those who wish to apply for graduate positions in mid- or top-tier firms. Many firms will only select graduates from their pool of clerks, so students that have a particular firm in mind should try their best to secure a clerkship there. However, gaining a clerkship does not always guarantee a graduate position. The clerkship process is competitive and placing all your hopes on one firm may leave you disappointed. Therefore, for optimum success during the clerkship period, do your research into not only the big-name firms, but smaller firms and government agencies too as they might be the perfect fit for you!



The application process

The application process involves lots of hard work and research, for both the written applications and in-person events such as interviews and networking events. There are a range of factors that go into making the most desirable candidate, from grades to experience. Throughout law school, you should aim to achieve consistent grades. However, gaining practical experience, and getting involved in extracurriculars and volunteering will help your resume stand out!

Another very important factor is having a well-polished resume and cover letter. Here is where you would tailor your application to each individual firm that you are applying to which involves doing research into partners, practice areas and firm values. More tips and examples on how to write the most effective cover letter and resume are included in this Guide! Psychometric testing is also becoming an increasingly popular phase of the application process.

The next stage will likely be an interview at the firm. You should take your time in preparing yourself for the interview and make sure that you are dressed in business attire and arrive promptly before your start time. If you are successful, the next stage will ordinarily be a clerkship offer!

What happens during a clerkship?

During a clerkship you will often be asked to complete various tasks dependent on which firm you are at, and which practice group that you are clerking in. Examples of some tasks are reviewing documents, drafting memos, undertaking legal research, sitting in on meetings and taking notes, and even attending court. These tasks provide great exposure into the day-to-day life of working as a lawyer.

There is no prerequisite of having any legal experience in order to get a clerkship. Firms are often interested in seeing how you overcome challenges with your unique set of skills that you have gained up until this point. Just remember that you are still a student and nearly everyone that you encounter on your clerkship was at the same level as you are at some point, and they will be happy to share their knowledge and wisdom with you! It is important to make the most of this experience.

What if I don't get a clerkship?

The clerkship process can be quite daunting, and it can be disheartening if you are not rewarded at the end. However, not receiving a clerkship offer is not the end of the world and will not hinder your legal career. There are many ways to gain experience, such as volunteering at community legal centres and applying for any job opportunities that will become available to you throughout your degree. You may wish to apply for clerkships again the following year, or set your sights on the multiple different pathways that you can take. This Guide is full of helpful information to get you to where you want to be!



Nigel Smith

GRADUATE POSITIONS

A graduate position is essentially your official leap into the legal profession before becoming a fully practising lawyer. Like all things, it is not the be-all and end-all, however, it is a great way to enter the legal profession whilst simultaneously completing your Practical Legal Training. This position aims to build on your experience in a professional environment by exposing you to real-life work in the legal profession. By the end of a, typically, one-year to two-year graduate position, you will have the necessary experience to practise law.

When should I start thinking about a graduate position?

Although these positions do not commence until after you graduate, it is always good to have this in the back of your mind in your early years of study. As mentioned in the previous article, you will potentially decide to apply for clerkships in your penultimate year. In this decision you should attempt to have a strong grasp on why these firms appeal to you; whether they are tailored to your personal interests; and if you see yourself there in the future. If you are not at this stage yet, in the meantime, you should begin to familiarise yourself with the current and future job market, how each firm is different, and what they each offer.

Where do I get a graduate position?

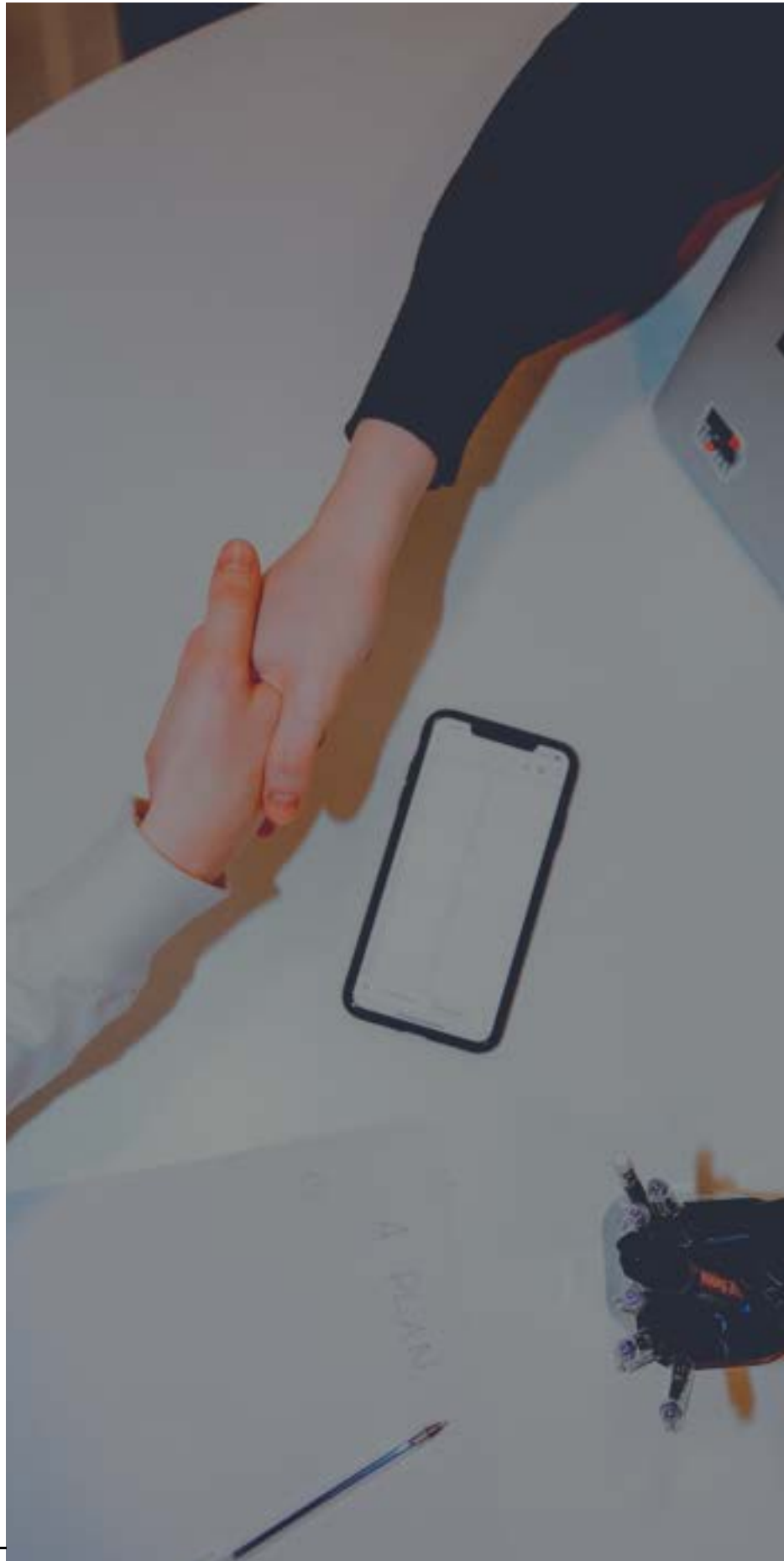
As a traditional channel, firms will advertise their graduate jobs on their website. That is why it is good to familiarise yourself with firm websites and their positions. In saying so, there are numerous opportunities available – you just have to look for them! Networking is scary, we all know, but it can provide so many hidden and unconventional

opportunities that the general graduate might not know. This doesn't mean go out and force connections, but rather be eager to learn about the practice areas you enjoy; see which firms and solicitors specialise in those areas and follow them on LinkedIn. Getting a graduate position is primarily about keeping your ears open and being ready to seize the opportunity when it presents itself.

How do I apply?

When applying for graduate positions it can be a rigorous journey as there can be multiple stages and interviews. At a minimum, most firms will ask for a CV, cover letter and academic transcript. However, some firms also incorporate personality and competency tests in their interview process as an alternate way for applicants to showcase their other outstanding features. Other firms may also have social events for prospective applicants to get acquainted with firm representatives. Overall, the application process is where you can truly show who you are, so be sure to put your best foot forward with a tailored cover letter detailing not only why you are a good fit for the firm, but why the firm is a good fit for you.



**When do I get an offer?**

The large commercial firms will generally release offers for graduate positions at 9am on the specified offers day. These firms will contact applicants notifying them of an offer for a graduate position, and the applicants are given until approximately midday to accept the offer. However, please note that not every firm adheres to this process.

Other avenues for graduate positions

It can be disheartening if you do not secure a graduate position. However, it is completely true that when one door closes, another one will open. There are many alternative pathways that hold endless possibilities. Firstly, it is always great to consider enrolling for your Practical Legal Training as it will get you one step closer to becoming a practising lawyer. Secondly, if you were unsuccessful in obtaining any offers, it is a good time to re-evaluate your CV, cover letter and interview answers. Reach out to the places that you applied for and ask for feedback on how you could improve. Thirdly, consider building your CV with more experience, this may include volunteering at a boutique firm, community legal centre or possibly pursuing further education. When things do not go your way, it is perseverance that will get you to your goal!

Junaid Sheikh

HOW TO STAND OUT DURING CLERKSHIP APPLICATIONS

Clerkship season – we all know that it can be an extremely stressful time for many people. It certainly was for me! The process was absolutely exhausting, but once I made it through to the end, I had learnt a lot about what firms are really looking for.

Here are my three biggest tips to make your application stand out.

Tip #1: Grades are important

Of course, your grades are an important component of your application. Generally, the top tier firms look for applications with a CWA of 70 and above. Therefore, if you plan to apply for the big firms, a good way to make your application stand out is to aim for a CWA of around 70 to 75, or above if you can! However, firms will also look at the 'bigger picture' and take into account your work commitments, extracurriculars, and your interests, as these demonstrate your individuality and your soft skills (which will not go unnoticed). Further, although firms do look at your CWA, they will also take into account life circumstances that may have affected your CWA.

Tip #2: Learn how to market yourself

The ability to market yourself effectively starts with the type of experiences you choose to seek out. Try to take on volunteering and extracurricular activities that actually interest you instead of simply 'resume-padding'.

Think carefully about how to tie different aspects of your CV together. Let's say you followed my above





advice by learning a foreign language and volunteering in a multicultural association in order to build on your love of travelling. Now you can say your experiences have made you a global-minded individual, and you excel at working with people of diverse backgrounds.

When listing your strengths, don't be generic. For example, don't say that you have "close attention to detail" or "excellent oral communication skills". These are not selling points; they are minimum expectations of any clerk. In this respect, you can simply let your transcript or your CV speak for itself.

Instead, focus on strengths that will differentiate you from others in your cohort. For example, you might be a very artistic or creative person, or you might excel at maths and like to code in your spare time. These are things that highlight the fact that your brain operates differently from other candidates, which is extremely valuable in a team setting.

Tip #3: Make your cover letter count

It's crucial that your cover letter is tailored to the firm you are applying for. The basic rule is, if you can replace the name of the firm with the name of another firm and it would still make sense, then it's too generic.

Try to demonstrate your interest in the firm by doing research beyond their website. Search AFR for articles on the firm and search Westlaw for cases they've recently worked on. If you have an interest in a particular practice area, try to find something which highlights that. If you're going to namedrop someone from the firm, don't just do it for the sake of it – make it meaningful and connect it to your interest in the firm or practice area.

Lastly, don't be a wordsmith. The purpose of a cover letter is to demonstrate your interest in the firm, not to dazzle the HR manager with your 200 IQ Shakespearean English. As a law student, you would no doubt have already had 'plain English drafting' drilled into your head, and you should be following the same principle in your cover letters.

I hope you have found these tips helpful!

All the best to those applying this year, and if you need any help with any aspect of your applications, please feel free to reach out to me.



JOHNSON
WINTER &
SLATTERY

Your career. Your choice.



ACCELERATE YOUR CAREER

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



GO YOUR OWN WAY

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



IT'S A VIBE THING

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

A BIT ABOUT YOU

If you are enthusiastic, driven to succeed and want to continually develop your skills, you'll fit right in. We're looking for graduates who have not only excelled academically, but have great communication skills, thrive in a collaborative environment and want to deliver legal advice that will propel clients forward.

HOW DO I APPLY?

Just submit your CV, covering letter and current official academic transcript via cvMail. You can address this to Renee Patu, our Professional Development Consultant.

LET'S CHAT

Renee Patu, Professional Development Consultant on email renee.patu@jws.com.au or phone 02 8247 9653.

To learn more about our programs, visit our website:
www.jws.com.au/careers



CSLS Wellbeing and Equity Portfolio

MAINTAINING YOUR WELL-BEING DURING CLERKSHIP SEASON

If you choose to apply, clerkships may take a significant toll on your mental health and wellbeing. You would have already seen in this Guide what a clerkship is and how it can kickstart your career, but below are some strategies to ensure you stay happy and healthy during what may be one of the most stressful times in your university life!

1. Remember that this is not the only route you can take

While clerkships are talked about a lot, do not feel pressured to apply for the sake of it. Undertake volunteering positions or internships in areas of law you may be interested in – this can be done through the Legal Internship unit offered at Curtin or a co-curricular placement. This can help you figure out whether you enjoy working in commercial law, or whether an alternative area peaks your interest. There are so many other routes you can take after completing your Bachelor of Laws!

2. Do not let other people's success diminish your own

In this degree you would have met hundreds of hard-working and intelligent people who continue to achieve amazing things. Some may get 10 interviews, 4 clerkships and a graduate offer. This is incredible, but not accomplishing the same does not mean that you are a failure or that you are not good enough. We are each at different stages of life, and one person's success (no matter how

great) does not diminish your own. If everything came easily you would not have the chance to grow or improve. Keep trying and do not give up. If you focus on your own path, you will eventually end up where you are meant to go!

3. Plan your time

Planning is key when approaching clerkship season. You should definitely start thinking of where you wish to apply early and try to start your cover letters before applications open. A lot of firms have extra questions that you will need to complete on top of a cover letter, as well as psychometric tests – so get as much of a head start as you can. Prioritise firms that you know you really want, and if you have time leftover you can apply for others that caught your interest.

4. Take breaks

This tip is obvious but very overlooked. It might feel like you have no time for breaks during clerkship applications, especially if you end up leaving things to the last minute. However, I find that I feel more motivated when I have something to look forward to at the end of it. Try to plan at least one thing to do that you enjoy each day, so you maintain a balance of work and play!

5. Accept support from family and friends

Lastly, of course, confide in your family and friends. Your family may not understand the stress of clerkship applications, so take time to explain to them what you have been working towards and that you may be stressed over the next few weeks. In terms of friends, it may become hard to confide in them if you are all applying at the same time. While you will be happy for your friends' success, it may be disheartening if they have heard back from a firm that you haven't yet. Communication is key though and there is nothing wrong with letting them know if you'd rather discuss other things and take a break from the clerkship world. Support from friends is vital during this period, so do not get caught up in the competitiveness!

Claudia Hill

HOW TO WRITE A COVER LETTER

What is a cover letter?

When completing your clerkship applications, chances are the firm you are applying to will ask you to submit a cover letter. Cover letters are an important part of your application, they allow you to make a good first impression on the firm and set yourself apart from other candidates. While your resume sets out your experience and your responsibilities in various roles, your cover letter is used to highlight the specific skills you have developed from this experience.

How to begin your cover letter

The first step in writing any cover letter is to check that you have the correct name and address for the firm you are applying to. Firms will often have a specified contact, such as a HR representative, to address your cover letter to. This information will usually be located on the firm's online clerkship application page.

It is also important to firstly state the position you are applying for in the subject line, such as "Vacation Clerkship at Firm X". The first paragraph of your cover letter should be used to briefly introduce yourself; your degree, your year of study and your interests. You may also wish to briefly mention your CWA or relevant awards or achievements.

Expand on your CV

The recruiter can see your work experience in your CV – so there is no need to rehash it in your cover letter. Instead, highlight the key skills you have developed using examples from your experience to illustrate how you utilise these skills in real-life scenarios. Some firms may mention specific skills

that they are looking for in candidates. If so, ensure you address these skills and link them to your own experience. This will show how your experiences have shaped you and helped you grow into an amazing candidate! Don't limit yourself to just work experience – volunteering and extracurricular experience is also valuable and can help you stand out. Avoid 'embellishing' your skills or experience, as recruiters will pick up on this!

Know your firm

While it is tempting to discuss all your skills and experience to set yourself apart, don't forget to include a paragraph discussing the firm you are applying to and why you want to work there. It is tempting to copy and paste but remember each firm is unique and will appreciate a tailored cover letter that shows you have a genuine interest in the firm. Research the firm, in particular their strengths, culture, values and initiatives, so you can more effectively identify what resonates with you and draws you to that firm. You could mention the firm's presence in a particular practice area you're interested in, or perhaps how the firm's commitment to pro bono work aligns with your desire to contribute to the broader community. You can also take the opportunity to mention previous interactions you've had with the firm. This could be a conversation with a graduate or lawyer at the Careers Fair or another event such as a competition. Remember to specify who you spoke to and what stood out about the firm.

Wrap it up

Make sure you finish off your cover letter with the appropriate formalities. Don't forget to proofread your cover letter to ensure it is logically structured, easy to read and free from any spelling or grammar errors. I encourage you to also ask a family member or friend to sense check your cover letter. Your cover letter should be no longer than one page, so make sure you use simple and succinct language. Take your time, and remember, every cover letter should be unique – make sure it is a true reflection of you!

Harvey Specter
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0412 345 678

Louis Litt
Litt Wheeler Williams Bennett
30 Court Drive
Perth WA 6000

16 July 2020

Dear Mr Litt,

RE: Application for the position of Spring Clerk 2020 at Litt Wheeler Williams Bennett

As a penultimate year Bachelor of Laws, Bachelor of Commerce student at Curtin University with a distinction average, I wish to apply for the position of Spring Clerk at Litt Wheeler Williams Bennett. I believe that with my previous experience in commercial law, strong interpersonal skills, and ability to work effectively both independently and within a team, I could positively contribute to Litt Wheeler Williams Bennett in this position.

There are two main reasons I would like to work at Litt Wheeler Williams Bennett. Firstly, Litt Wheeler Williams Bennett comprises Australia's leading Mining Law team. I have a keen interest in working in Mining Law, as I am fascinated by the range of complex geopolitical and environmental matters arising in the industry. This passion was furthered through my Summer Vacation Internship at Goldside in 2019, where I assisted the legal team with advice on a range of mergers, acquisitions and cross-border transactions. Moreover, I thoroughly enjoyed my studies in Mining Law; winning the Curtin University prize for Mining Law in 2020. In this sense, I can combine the academic and practical skills I have accumulated in this area to provide industry relevant advice as a spring clerk.

Secondly, I would like to work at Litt Wheeler Williams Bennett because I aspire to work at a firm renowned for its international partnerships and commitment to philanthropy. Through my Economics and Law studies, I am acutely aware of the importance of global business relations and fostering prosperous cross-cultural relationships. I was able to further my knowledge in this area during my Student Exchange to China in 2018, where I researched the importance of cross-cultural sensitivity for my final International Law research paper.

Furthermore, I embody the values of Litt Wheeler Williams Bennett, namely integrity and honesty, which have been developed through my long-standing volunteer position at Pearson Community Legal Centre. From speaking with Rachel Zane at the Litt Wheeler Williams Bennett Careers Evening, I became even more passionate about the vibrant workplace environment fostered at Litt Wheeler Williams Bennett.

In addition to the skills and experience described above, I am professional, attentive and energetic. I have enclosed a copy of my resume and academic transcript for your perusal. Thank you in advance for your time in considering my application.

Yours Sincerely,

Harvey Specter

Audrey Ooi

CURRICULUM VITAE

As most of you know, a resume or Curriculum Vitae (CV) is a formal document that provides employers with an overview of your professional qualifications. This includes work experience, education, skills, achievements, and extra-curriculars. However, a CV may look different depending on which profession you want to go into. The clerkship process will require you to submit a CV along with a cover letter. The CV acts as a 'first impression'. Hence, it is vital that your CV has adequate structure, formatting and presentation.

While a CV is considered a formal document, it should be written in plain English to ensure it is easy to read. Try to avoid using any corporate or legal jargon, unless they are necessary to explain specific tasks you have completed in a job. As a student, your CV should be no more than two pages. This is a case of quality over quantity; a firm may be going through hundreds of CVs and does not have the time to sift through pages of irrelevant information.

You should have a generic CV that is your go-to for each application, but that is also easily customisable as firms may be looking for slightly different things. Do not forget to update your CV as you gain more experience and/or achieve more things. Consistency is key with resume writing. Small things such as aligning subtitles, bullet points and text will make your CV look better and will avoid distracting the reader. The same goes for writing – take note of whether you are writing in past tense or present tense.

Below are key things employers like to see in your CV. See the next page for an example.

Personal Details

You should include your full name, address, phone number, and email address. Ensure the email address is appropriate.

Education

Your education should be included in reverse chronological order, including the title of the institution, name of the course, and length of study. In terms of clerkship applications, it is also helpful to include your Course Weighted Average. You can also highlight any academic achievements in this section.

Experience

Your work experience should also be included in reverse chronological order. Include under each job the employer, your position, start/end dates and the responsibilities undertaken. Try to be specific – for example, if you worked in hospitality you could describe how you trained incoming staff, liaised with customers, and ensured accuracy of orders while working in a high-pressure environment.

Extra-Curriculars

For this section, you can include your involvement in university societies, competitions, volunteering or any other organisations.

Hobbies and Interests

Firms like seeing that you have hobbies and interests outside of study and work. If you feel like you do not have anything to include in this section – do not worry, it can be little things like going to the gym or reading. In saying this, try not to make things up for the sake of it as it can come off as ingenuine.

Languages

If you are bilingual, this can help you stand out to firms that operate on an international or global level.

References

You can also include your professional references when applying for jobs. However, this section is generally not needed for clerkships.

Jessica Smith

0421 904 748

jessicasmith@gmail.com

14 Insight Ave, Victoria Park, Western Australia 6010

Education

Curtin University Bachelor of Laws 2017 – Present

- Course Weighted Average (CWA): 67.5%
- Exchange program at the University of Belgium (Ghent)
- Achievements: High Distinction in Contract Law, Property Law Principles and Corporations Law

Euston Public School West Australian Certificate of Education 2009-2016

- Australian Tertiary Admission Rank: 94.00
- Achievements: Top Student Politics & Law 2016, Achieved a high distinction in Politics & Law and English

Work Experience

Acton & Glover Vacation Clerk December 2019

- Month long vacation clerkship in the civil litigation team
- Reviewed contracts, drafted letters of advice, conducted legal research, and prepared documents to submit to Court

Owens Medical Receptionist 2017 – Present

- Receptionist for General Practitioner's Office
- Managed clients in a high-volume environment, drafted reports and prescriptions from handwritten notes, processed Medicare rebates and provided customer service.

Leadership and Extra-Curricular Activities

- 2018 Curtin University Academic Mentor to First Year Students
- 2017-2018 Volunteer Campaign Assistant Up All Night
- 2016 Euston Public School House Prefect

Relevant Skills

- Knowledge of legal research software including Lexis Advance & Westlaw
- Proficiency in Legal Practice Management Software (LEAP)
- Italian (beginner)

References

Janice Leaver, Partner, Acton & Glover, janiceleaver@actonglover.com.au

David Thomas, Director, Owens Medical, davidthomas@owensmedical.com.au

Owen Kipling

INTERVIEW: TIPS & TRICKS

Receiving an offer for an interview with a firm is an outstanding achievement and not guaranteed. An interview offer indicates that the firm sees you as a good fit on paper and want to get to know more about you in person. So, take a moment to congratulate yourself on standing out in the application!

Individual Interviews

It is more common that you will be interviewed individually, with the interview generally conducted with a HR representative and a lawyer from the firm.

Before the interview, some firms will offer you a buddy as a point of contact, usually a graduate or junior lawyer. Do not be afraid to ask your buddy questions about the interview process and tips! They have been in the same position as you, and their knowledge may prove valuable going into the interview.

Firms will take different approaches in their interviews. For example, some firms may only conduct one round of interviews while others may have two rounds. Generally, the firm will inform you what type of interview will occur. However, there are usually three different types.

Personal/Informal – The interviewers will assess what type of person you are, your interests both within the law and elsewhere, and primarily, whether you fit into the firm’s culture. An excellent way to relate yourself to the firm’s culture is by showing an interest or connection with the firm’s values or community/pro bono initiatives.

Commercial – The interviewers will focus on your commercial awareness. This may involve knowing emerging issues within commercial law or how a commercial firm operates (e.g., how they manage their relationships with clients). A good way to prepare for this is to read articles published on the firm’s website or listen to legal podcasts leading up to the clerkship period and the interview.

Personal and Commercial – If the firm only has one interview in their clerkship process, the interview will most include personal and commercial style questions. If you find out from the firm that it will be a personal/informal interview, try to incorporate your commercial knowledge or your interest in commercial topics into the interview where appropriate. Firms will take note of your commercial interest which may help you stand out against other interviewees!

A firm with two interviews as part of its clerkship process will likely conduct a personal/informal interview in one and a commercial interview in the other.

Group Interviews/Assessments

It is more common that you will be part of a group assessment than a group interview. Group assessments may vary from conducting a presentation within a limited time to solving a commercial, ethical or technical problem and coming up with solutions as a group. The firm is essentially looking out for how you work in a team, your ability to lead and how you can effectively communicate with those around you. It is essential to find a balance between dominating the conversation and saying nothing. Think about what sort of contributions you can make, and do not be afraid to speak up! In saying that, allowing others to speak and engaging with their contributions is just as important as contributing yourself.

Although your group members are competing against you for a clerkship, you must not treat the

assessment as a competition! Your team members are human, and the chances are that they will be friendly and treat you with the same respect expected from you.

Tips for Interviews

- Be prepared to arrive at least 15 minutes prior to your interview.
- Present and style yourself professionally.
- Research the firm and your interviewers. Look for notable awards, matters or initiatives.
- Formulate why you want to clerk at that specific firm!
- Know your CV, cover letter and your answers to any questions you provided in your applications! The interviewer will most likely direct the conversation towards something specific in your documents or answers.
- Prepare example answers for STAR-styled questions (e.g., can you discuss a time where you completed a task within a demanding deadline?)
- Utilise networking events and your personal network. For example, if you know someone who has clerked or is working at the firm you have an interview with, talk to them! The Perth Laws Careers Fair and the CSLS Clerkship Series are great opportunities to meet with representatives across various firms.
- Prepare questions to ask your interviewers at the end of the interview. Questions can include secondment or pro bono opportunities or ask the interviewers what they enjoy most about working at the firm.
- During the interview, maintain engagement through eye contact.
- As generic as it sounds, be relaxed and be yourself!

Sample Questions

Personal

- Tell me about your interests outside of the law.

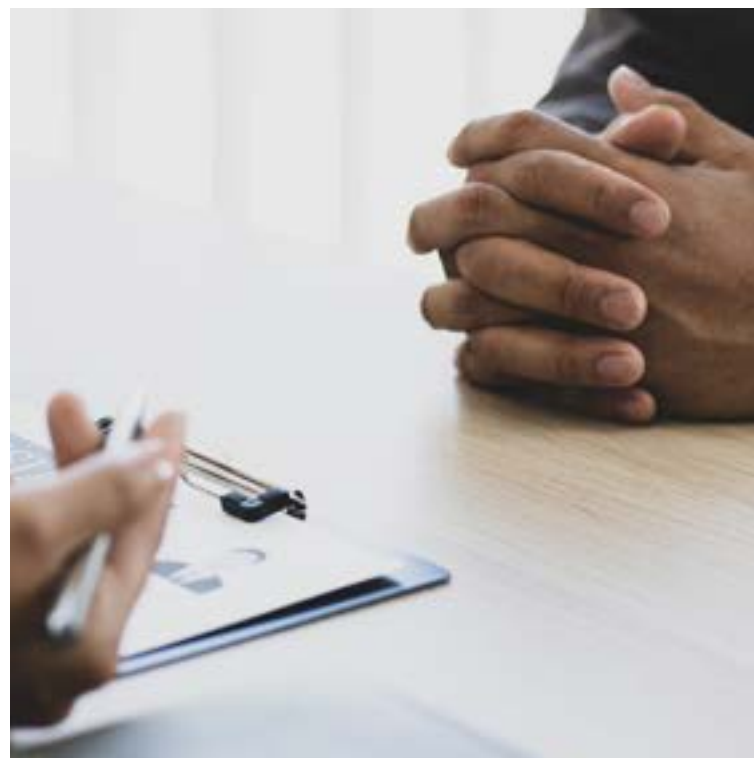
- What is your greatest weakness, and how have you tried to address it?
- Describe a time where you worked well under pressure.
- Discuss a time where you displayed empathy.
- Describe a time where you demonstrated leadership skills.
- What achievement are you most proud of and why?
- Which units did you enjoy the most/least at university?
- What has been the biggest challenge in your life and how did you overcome it?

Legal

- What made you choose to study law over other disciplines?
- Why are you interested in working in commercial law?
- What challenges do you see emerging in the next few years within the legal profession?

Firm

- Why are you interested in working at this specific firm compared to other firms?
- How did you find out about this firm?
- What unique skills or contributions can you bring as a clerk to this firm?





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Rabea Zeynali

NETWORKING: TIPS & TRICKS

The thought of networking is a daunting one for many law students and if this is you, you're not alone! Networking is, however, one of the most useful skills to have in your arsenal as a law student. This article aims to give you practical tips that you can use whilst networking and demonstrate the benefits that you can obtain from networking.

Talk naturally

Remember, the people you are talking to are ordinary people. Most of the time, the best tip is to treat the conversation as an ordinary conversation. Rather than pitching yourself to the person as if you're at a job interview, the best thing to do is to be yourself. By listing off your life's accomplishments and all that legal work experience you have, it might be the case that you're being overtly transparent and potentially even a little off-putting. Nobody walks out of a networking experience with a job offer in hand, so loosen up and have some fun!

Talk about things other than the person's job

By default, the topic of conversation at networking events will almost always revolve around work. This is great, especially if you have questions about the person's workplace and work environment. It's important to remember, however, that the person may have had a very similar conversation with the last 10 law students they've spoken to. It's always helpful to mix it up. Ask them questions about their interests and hobbies and tell them about yours! You'll find that's what provokes the best and most natural conversations.

Use names

Do your best to remember the names of the people you're talking to. Initiate sentences with their name and use their name as much as possible (naturally, of course—don't be weird about it). You'll often find that the person will be more engaged in the conversation as a result. They might even reciprocate the gesture and it could lead to a much greater chance of them placing a name to your face should you see them again.

Find polite ways out of conversations

This tip is especially useful at structured networking events, like clerkship cocktail nights. Often, a conversation will have run its course or maybe you want to try and chat with somebody else. Whatever the reason, you need to think of ways that you can politely disengage yourself from a conversation without making yourself look rude or uninterested. A great way to do this is to tell the person that you don't want to monopolise, or take up any more of, their time and thank them for the chat. You can even say that you were hoping to get the chance to speak to another person, and they might be able to facilitate the introduction! Whatever you do, just don't tell them that you need to use the bathroom and then proceed to go and get yourself another smoked salmon canape. That isn't a good look.

Networking can happen anywhere!

Finally, it's important to remember that networking can happen anywhere and, for those of you who are perhaps a little introverted, I bring good news! One of the best places to practice your networking skills and to begin developing relationships is at law school. Your peers will one day be your colleagues in the legal profession and, ten years down the track, they might just lend you a helping hand!

Older students are also an excellent resource. These students are often primed and ready to make the jump into the profession and often already have experience in the industry. You never know, they might just be able to help you land your first legal role. Someone has to fill their paralegal job once they move into a graduate role, right?

Niamh Wilkins

COMMERCIAL AWARENESS

Commercial awareness is a law and business buzzword that finds its way into clerkship questions, job applications and interviews. Employers see your commercial mindset as an essential skill in today's competitive market. So what exactly is commercial awareness? How is it gained? And how do you show that you possess it?

Commercial awareness is knowing how a business works and the day-to-day functions of what a company in a specific sector does. When giving legal advice to commercial clients, the most important skill is advising how the law impacts their business prospects and the most appropriate course of action, considering how all stakeholders may be affected by a decision.

How to develop Commercial Awareness?

A great starting point to gaining commercial awareness is having a holistic understanding of the business landscape. More generally, this may be reading a range of news sources, websites, and market releases (ASX). Look for the most recent matters on their website and LinkedIn in a firm-specific sense. See what practice areas they focus on and what type of work their lawyers typically do.

Connecting with colleagues on LinkedIn is also a great way to strengthen your commerciality, given your connections will typically like topical posts by their friends and acquaintances that will be of interest.

Further to this, consider attending extracurricular career and industry events – many are advertised

on LinkedIn and Facebook!

Look also at how this commerciality can be developed in your current workplace. If applicable, it can be so much to ask a colleague about how business development occurs. Perhaps you can sit in at client meetings to take minutes? Or research an area of law to present as a presentation?

How to show Commercial Awareness?

As previously mentioned, you will likely be asked to demonstrate your commercial awareness at one point during the application process. Questions you may be asked include:

- *Discuss a piece of recent business news and your opinion on its effects?;*
- *Tell us about an area of growth in the legal sector over the next five years and why it interests you?;*
- *Why are you drawn to X firm over its competitors?;*
- *At the end of your clerkship, what do you hope to have achieved?; and*
- *Describe a particular legal case or topic that sparked your interest before or during your studies, and briefly explain why?*

Similar to answering a legal problem question at university, it pays to have a prepared answer in your repertoire. This expertise requires much more than just reading one website about a business deal on the day of your interview. Show you understand all aspects of an agreement and apply this to the impact you intend to make in the firm!



Laundon Peacock

THE 'TIERS' EXPLAINED

You might have heard different law firms being described as being in a particular 'tier' throughout your studies. What does all of this mean, you ask? This article aims to shed a little light on the matter and equip you for your next common room conversation about firm tiers!

People often group law firms into three tiers—top-tier, mid-tier and boutique. When doing so, they often focus on factors that include size, the number of lawyers the firm employs, the range of the firm's services, and the firm's revenue. While these tier classifications are useful guides, that's all they are. In reality, it isn't possible to neatly classify each Australian law firm as falling neatly within one of these tiers. It should also be noted that a firm's 'tier' isn't representative of the quality of that firm's legal work. Now, let's work through each of the tiers.

Top-tier firms are typically Australia's largest firms. They tend to employ a lot of people and generally have offices in most of Australia's capital cities. They may have an international presence or be affiliated with other international firms. They will also provide a diverse range of legal services across a variety of practice areas. Rather than just specialising in something like taxation law, for example, they'll have a tax team, a projects team, a corporate team, a litigation team, a competition team, a banking and finance team and the list goes on.

Similarly, mid-tier firms are large, they employ lots of people and generally have a strong Australian

presence. They're also likely to offer a diverse range of legal services across a variety of practice areas. The difference between mid-tier firms and top-tier firms is that generally mid-tier firms are smaller than Australia's largest firms and may not provide legal services in every practice area. They may also not have an international presence and may not be as reputationally entrenched in Australia's legal market as some of Australia's largest firms. These are general statements, however, and there are many exceptions to the rule. The difference between top-tier firms and mid-tier firms is ultimately a small one.

Boutique firms are generally smaller in size, employ less people and specialise in one practice area or a small number of practice areas. They often service smaller corporate clients and individuals (though there are, of course, exceptions to this statement) and often practice in more niche areas of the law, such as immigration, family law, criminal law and tax law. Boutique firms also have a reputation for providing their juniors with more 'hands-on' experience at earlier stages in their careers. This is because, as their teams are smaller, they need their juniors to be assisting the seniors from an early stage.

Different people will be suited to practising in firms of different sizes. Are you someone that has an interest in a niche area such as immigration law? You might prefer working in a smaller boutique firm and getting experience in that area. Or are you perhaps not sure which area you want to work in and want to try out a number of different commercial law practice areas? In that case, a larger mid-tier or top-tier firm might be better suited to you. At the end of the day, there's no wrong answer—it's up to you. There's also a myriad of opportunities outside of traditional law firms (like working in-house, in government or at a community legal centre, to name just a few), but I'm sure that's addressed elsewhere in this guide!

Tips for clerkship success

Be self-aware and remember that first impressions count

- In locations with multi-clerkship opportunities, a 3.5 to 4 week clerkship is essentially a long interview for a graduate position
- Consider your personal brand and how you want to be perceived and remembered in terms of your strengths and fit with firm
- A great attitude, enthusiasm for any sort of task and the ability to quickly build rapport with others goes a long way

Show initiative and seek opportunities

- What do you want to get out of your clerkship? What do you want to learn about the firm and what work do you want to get involved in?
- Take the initiative to get to know your team as well as other practices across the firm, meet as many people as possible and try to get involved in different types of work, projects and activities

Keep your supervisor updated on workload and schedule

- Communication is key in a law firm. Take on a variety of work for different people across the team, but don't forget the importance of managing your priorities and keeping your work providers up to date
- Clerkships involve a number of training sessions and other activities so it's important to keep people informed as to where you will be if you are away from your desk for a long period of time

Remember to request feedback after completing tasks

- A clerkship is a great opportunity for you to learn and develop your legal knowledge and skills
- Take the time to follow up your work providers and get their thoughts on the work you have completed - however be aware of their workload and the timing of asking for feedback
- Acting on this feedback is a great way to demonstrate your ability to learn quickly – a key skill for junior lawyers

Develop your networks – speak to as many people as possible

- As well firms looking at your abilities and fit to the firm, it's also your opportunity to find out if this is the place you want to start and establish your career
- Take every opportunity to meet people from across the firm to learn about the practice groups and if they are people you would like to work with in the future
- Lastly, take the time to get to know your fellow clerks – you may be colleagues one day

ashurst

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My Clerkship Experience

Quynh, Seasonal Clerk



Studied: Bachelor of Commerce / Bachelor of Laws (Hons), University of Wollongong

Rotations: Competition and Pro Bono

1. WHY ASHURST

Ashurst is a top tier law firm in Australia and is a widely known and well respected firm both domestically and internationally. The firm offers a wide range of practice areas, and has a clear vision for the future. All of this aside, the people I met during my interviews and at the cocktail evenings really attracted me to the firm. Everyone was passionate about their work, and clearly very intelligent, but more importantly, they were all very open and welcoming. It might seem cliché, but the firm culture that I saw throughout the process seemed to be most similar to what I was looking for.

2. YOUR WORK AS A CLERK

During my two rotations, I was given a variety of work to complete, including drafting advice to clients, researching novel areas of the law, attending client meetings and delivering documents. The work I completed in my Pro Bono rotation was quite unique, as I was given a lot more hands on responsibility. I was in regular communication with the clients and given the responsibility to coordinate tasks among other clerks and even lawyers and senior associates. One thing that was evident in both rotations was the willingness of all of the lawyers to assist me.

3. SOCIAL ASPECTS OF THE CLERKSHIP

The clerkship was an extremely social experience, with many events organised by both the firm and the clerks. I attended inter-firm sport, Christmas parties, group drinks, the clerk cruise and numerous additional clerk-organised gatherings. I made so many incredible friends during my clerkship, who I am still in constant contact with. The clerkship was a very enjoyable experience for me, and really allowed me to create meaningful relationships with not only the other clerks, but also the lawyers at the firm.

4. CAREER DEVELOPMENT AT ASHURST

We had a great variety of training programs organised by the firm, which not only allowed us to enhance our technical legal skills, but also other important skills like networking; this really showed me how invested Ashurst

was in our holistic professional development. Each clerk was also given a buddy, supervising lawyer and supervising partner who we could rely on for assistance and to form our own personal network.

5. ASHURST IN THE COMMUNITY

During my rotation in the Pro Bono team, I assisted on numerous projects for many different community organisations. I also coordinated a lot of pro bono work for clerks in other practice areas; involvement in pro bono work was highly encouraged by everyone at the firm. During my rotation, I was really able to see the incredible work and effort that the Pro Bono team at Ashurst contributes to the wider community, especially in relation to their coordination and involvement in the multi-firm Bushfire Response.

6. APPLICATION TIPS

Don't doubt yourself! Even if you don't think you have the highest marks or the most extracurricular activities, you should still apply. Ashurst isn't looking for a set type of person, so try to think of anything that can set you apart from others.

Before applying, try to gain a good understanding of the firm and give yourself a good head start by preparing early. Even before applications are open, you can write your CV and think of possible examples you can use for interview questions.

The most important tip (that you will probably get sick of hearing) is to be yourself! Law firms aren't looking for carbon copies of ideal law students. They are looking for people who are motivated and enthusiastic, and will give their best to the clerkship.

7. WHO SHOULD APPLY

Everyone should apply! The clerkship was such an incredible experience and really opened my eyes to everything that a top-tier commercial firm has to offer.



PRACTICAL LEGAL TRAINING

Francesca Renkema

CURTIN PRACTICAL LEGAL TRAINING

You have completed, or you are, close to completing your law degree. So what's next? If you plan to practice as a lawyer in Western Australia, you must meet two main requirements before you are eligible to apply for admission to practice. You must have completed a recognised:

1. [Law degree](#); and
2. [Practical legal training program](#).

In addition, you must:

- Apply for admission to practice following the admission rules set out in the relevant legislation and on the Legal Practice Board of WA (LPBWA) website;
- Satisfy the LPBWA that you are a 'fit and proper person'; and
- Meet English language proficiency requirements.

The Law Degree

Curtin University's Bachelor of Laws (LLB) is recognised for admission to practice in Western Australia. Essentially, law degrees offered by each of the law schools in WA and Australia are recognised for admission to practice. However, it is important to remember that you must apply for admission within five years of completing your degree. If you leave it too long, you may have to apply to the LPBWA to have your 'stale' qualification recognised for admission. Alternatively, the LPBWA may require you to undertake further study before

your law degree is recognised again. If you have a law degree from an overseas jurisdiction, you will usually be expected to complete further study in WA before the LPBWA recognises that qualification.

Practical Legal Training

Curtin University offers practical legal training through the Graduate Diploma in Legal Practice (Curtin PLT). You do not have to wait until you have fully completed your law degree before applying for a place in the Curtin PLT. If you have completed all of what is known as the "Priestley 11" subjects and have either one or two optional units left, you may commence the Curtin PLT at the same time as completing your last one or two optional units. However, to do this, you must first obtain approval from the LPBWA. The LPBWA meets approximately once a month, so it is essential to be thinking ahead and considering your study plan if you would like to start the Curtin PLT early.

The Curtin PLT is the only practical legal training program in Western Australia offered by a university. There are two components – the coursework and the work experience, with a choice of full-time or part-time coursework options. Our next intake is planned for January 2022.

The focus of the Curtin PLT is very practical. With no exams, the coursework provides the opportunity to learn how to complete tasks that you would expect to be given as a junior lawyer. You get the benefit of regular contact with experienced WA lawyers and barristers, who provide you with instruction and practical guidance as you work through each task. In addition, you will have the benefit of several opportunities to improve your advocacy skills during one-week advocacy intensive. The Curtin PLT also includes practice management software training that has been integrated into the course materials.

There are two options for completing the work experience component. The standard option requires completing 75 days (15 weeks) of work experience in an external legal workplace. You may be eligible to have up to 60 days of recognised prior work experience (leaving a minimum of 15 days to be completed either concurrently with or after completion of the coursework). Examples of work experience that may be recognised include:

- vacation clerkships;
- volunteering in community legal centres; or
- completion of the legal clinic or legal internship units offered in the Curtin LLB.

All work experience must comply with the Curtin PLT Work Experience Rules before counting towards the 75-day requirement.

Suppose you want to guarantee completion of the work experience component within a reduced timeframe (currently 40 days). In that case, you have the option to apply for the Clinical Legal Workplace Experience unit (PLT Clinic Unit). Places in the PLT Clinic Unit are limited, so you should enquire early if you are interested in this option. The PLT Clinic Unit provides the opportunity to work in the John Curtin Law Clinic under the direct supervision of experienced WA legal practitioners. The John Curtin Law Clinic is a pro bono legal advice clinic established by Curtin University. You will get to direct client interactions by advising small businesses, individuals, start-ups and not-for-profits, on a range of legal issues such as dispute resolution, discrimination and commercial law. You will also learn to manage matters using practice management software.

The additional requirements

To satisfy the LPBWA that you are a 'fit and proper person', you must disclose any criminal, academic or general misconduct that may reflect whether you are a fit and proper person to practise as a lawyer. The Curtin PLT course will provide you with more detailed information about applying for admission and satisfying other aspects of the additional requirements.

If you would like more detailed information about the Curtin PLT or would like to discuss other options (including applying to the LPBWA for approval of early commencement of the Curtin PLT), please contact the Curtin PLT team at curtin.plt@curtin.edu.au

To apply, visit curtin.edu/plt



Zheliang (Brian) Weng

CURTIN PLT EXPERIENCE

As a student who completed both the practical legal training coursework and work experience at Curtin Law School, I highly recommend the Curtin Graduate Diploma in Legal Practice (**Curtin PLT**). The Curtin PLT is in a class of its own because of its practical oriented coursework, the exceptional standard of teaching, and the clinical work experience option at the John Curtin Law Clinic (**Law Clinic**).

The Curtin PLT coursework is designed to simulate legal practice in real life. The assessments are all based on the real tasks that lawyers undertake. By completing the written assessments, I consolidated my skills in drafting legal documents such as letters of advice, deeds of settlement, and statements of claim. I also learnt advocacy techniques from conducting mock hearings, and developed my interview and negotiation skills through workshops and simulated client matters. Curtin PLT also teaches legal practice management, which involves physical file management, trust accounting, and electronic practice management using FilePro.

My practical experiences were well supported through the comprehensive course materials which included succinct practice guides for each of the practice areas. Additionally, because the Curtin PLT is a post-graduate diploma at Curtin University, I continued to have access to the Curtin Library database, including the main legal databases of CCH, LexisNexis and Westlaw.

The teaching quality of the Curtin PLT is exceptional, thanks to the patient and supportive teaching staff, who are all experienced legal practitioners with different specialisations. Legal

practitioners also frequently deliver guest seminars within their areas of expertise and specialisation. These seminars allow students to learn from highly regarded practitioners in the Perth legal community, and to form and develop professional connections. Additionally, the Curtin PLT strives to deliver content in person when beneficial to the material and context. Personally, I find face-to-face seminars are a lot more engaging than wholly online seminars. They also allow me to have informal interactions with the lecturers and other students, which can be useful for checking information and making connections.

In addition to the practical coursework content and the exceptional teaching quality, the Curtin PLT offers the option of 40 days of clinical work experience in the Law Clinic as an alternative to the standard 75 days' work experience requirement. The Law Clinic is a teaching clinic that provides pro bono legal services to the community through the supervised work of the participating students. As a PLT clinic student, I worked 4 days a week for 10 weeks across all practice areas of the Law Clinic (i.e. small business commercial disputes; advisory services to social enterprises, not-for-profit organisations, and start-ups; and assistance with discrimination issues). I was given a wide range of responsibilities, including conducting client interviews, undertaking legal research, and drafting letters of advice and other legal documents, depending on the matter. I was fortunate enough to have the opportunity to work with counsel in preparing submissions and other documents for a significant case being heard in the Federal Court, to which I also attended the hearing. In undertaking these tasks and meeting my responsibilities, I utilised the practical legal skills I had already acquired from the PLT coursework.

All in all, my study at the Curtin PLT was an invaluable learning experience for me and gave me opportunities and responsibilities, under supervision, that I feel very fortunate to have had. If you are looking for a PLT program that can prepare you for legal practice, I highly encourage you to consider the Curtin PLT.

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

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

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

An early legal career at Allens includes highly tailored training. Developed in partnership with the University of New South Wales, our Graduate Diploma in Legal Professional Practice will help you transition from law graduate to legal expert and trusted business adviser.

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

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

CLERKSHIP PROGRAM

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

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

GRADUATE PROGRAM

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

- two 12-month rotations in your areas of interest;
- secondment options in London or Asia, via our alliance with Linklaters;
- ongoing supervision, coaching and mentoring;
- completing a Graduate Diploma in Legal Practice (via UNSW); and
- Legal education programs, including Cornerstone during your first rotation and Keystone during your second rotation.

Find out more at allens.com.au/yourcareer



Commercial Firm
DIRECTORY

ALLENS

What are your firm's key practice areas in Perth?

- Banking & Finance
- Projects & Development (Projects, Real Estate)
- Disputes & Investigations (Commercial Disputes)
- Corporate (Mergers & Acquisitions and Capital Markets)

What are your firm's core values and what makes Allens unique?

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

Comparing firms can sometimes feel like an impossible task. While we think there are a few things that make us unique – like our two-year graduate program which offers two 12-month rotations and a commitment to invest in your career for the long term, our illustrious list of alumni and the fact that we're one of Australia's longest running businesses – it's our culture and the way we work together that really sets us apart.

Culture can be a tricky thing to put your finger on from the outside. We've had almost 200 years to build ours, and it's what we think makes Allens such a great place to build a career, but don't just take our word for it. We've drawn back the curtain on our culture, so you can see whether it's one you'd thrive in. Follow us on Facebook, LinkedIn or Twitter and visit our early careers website for the inside scoop.

How can a student stand out in the clerkship application process?

Ultimately, we are looking for students who are

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

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

Which period(s) do you offer clerkships and how many clerkships are you anticipating to offer in the 2021/22 clerkship season?

Allens offers two clerkships throughout the summer holiday period and one during the winter holidays. Historically 32-36 offers have been made.

Do you offer clerkships to pre-penultimate students?

We offer clerkships to penultimate and final year students.

Allens > < Linklaters

ASHURST

What are your firm's key practice areas?

Our presence in the world's leading financial and resource centres in Europe, Asia-Pacific, the Middle East and the USA gives us the scale to attract global mandates, with cutting-edge capabilities in four key areas: Corporate, Finance, Projects & Real Estate and Strategic Advisory. Depending on the office you work in, clerks and graduates will have the opportunity to choose from different practice areas within the four main capabilities. Including Banking & Finance, Capital Markets, Competition and Anti-Trust, Corporate and M&A, Digital Economy, Dispute Resolution, Employment, Financial Regulation, Infrastructure, Intellectual Property, Environment & Planning, Investment Funds, Projects, Real Estate, Restructuring, Insolvency & Special Situations, Tax.

What are your firm's core values?

Our vision is to be the most progressive global law firm. For us, "progressive" is a mindset, an approach to how we do things. We instinctively take a fresh perspective on situations, exploring whether there are better ways of delivering practical, commercial solutions to the challenges our clients face in today's rapidly changing business landscape. We will achieve this vision through our values:

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

What makes Ashurst unique?

Our culture and our people.

How can a student stand out in the clerkship application process?

The application process is very important, so put

your best foot forward. Ensure your application has all the relevant documentation that is asked of you and in the correct format. Do your research! When it comes to interviews, professionalism is important but nothing can top enthusiasm and someone who is well researched and can not only talk about the Firm, but the markets and industries that we are involved in. The clerkship itself is kind of like a three week interview so ensure you are presenting the best version of yourself and you are engaged throughout the program.

(i) Which period(s) do you offer clerkships and (ii) how many clerkships are you anticipating to offer in the 2020/21 clerkship season?

(i)

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

(ii)

- 15-20

Do you offer clerkships to pre-penultimate students?

NB: These can be First or Final year students.

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



The logo for Ashurst, featuring the word "ashurst" in a lowercase, bold, sans-serif font.

CLAYTON UTZ

What are your firm's key practice areas?

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

What are your firm's core values and what makes Clayton Utz unique?

Clayton Utz is a top tier Australian law firm. It is the only Australian-owned law firm in Australia. It's known for its client-centric approach and down to earth culture.

We welcome people who are smart, client focussed and ready to tackle problems together. We want people to bring their whole self to work and stay true to who they are.

At Clayton Utz, we've built a team of down-to-earth, collaborative lawyers. Core to our commitment to client service is exercising a sophisticated understanding of client needs.

We have grown, cultivated and offer the sharpest legal minds. We deliver the clearest advice that cuts through the complexity so our clients can concentrate on the things that really matter.

With 168 partners and over 1,600 employees across six offices, we continue to build on our reputation for confident, innovative and incisive legal advice.

How can a student stand out in the clerkship application process?

We're looking for people who are personable,

practical, commercially-savvy as well as flexible. Our lawyers undertake complex and innovative legal work, so it's important that our clerks and graduates are motivated individuals who aren't afraid of a challenge.

We are also interested in learning more about your outside interests. You need to be able to balance your professional and personal lives and have fun! Most importantly, we are looking for people we'd enjoy working alongside.

We want clerks and graduates who embody the firm's behavioural values of trust, respect and co-operation and our foundation value of highest ethical standards in all that they do.

Which period(s) do you offer clerkships and how many clerkships are you anticipating to offer in the 2020/21 clerkship season?

- 22 November 2021 – 17 December 2021
- 17 January 2022 – 11 February 2022
- 20 June 2022 – July 2022

We typically hire between 30 - 35 clerks, and 8 - 10 graduates each year.

Do you offer clerkships to pre-penultimate students?

We do not offer internships to pre-penultimate year students, however we have casual paralegal positions available throughout the year.



CLAYTON UTZ

CORRS CHAMBERS WESTGARTH

What are your firm's key practice areas?

Nationally, we have 17 practice groups and specialise in the following areas of law: Arbitration; Banking and Finance; Class Actions; Commercial Litigation; Competition; Corporate; Employment and Labour; Environment and Planning; Financial Sponsors; Intellectual Property; Projects; Property and Real Estate; Restructuring, Insolvency and Special Situations (RISS); Tax; Technology, Media and Telecommunications (TMT).

What are your firm's core values and what makes Corrs unique?

Corrs Chambers Westgarth is Australia's leading independent law firm. We're known for delivering legal excellence, exceptional client service and outstanding results. Through our long-term relationships with leading law firms across the world, we advise on the most significant global matters and connect with the best lawyers internationally to provide our clients with the right team for every engagement. At Corrs, you'll enjoy the benefits of working alongside a high-performing team with a shared commitment to our culture of excellence, collaboration, commitment and respect.

How can a student stand out in the clerkship application process?

We look for people who can make a positive contribution to the firm and help us in delivering legal excellence and outstanding client service. One of the best ways to stand out is to ensure your clerkship application is tailored to the firm you are

applying to. Demonstrate your knowledge of the firm by referencing partners or deals that interest you and reflect this in your cover letter and your responses to the online application. If you are genuinely interested in a firm, make an effort to attend any campus events or competitions sponsored by the firm, or introduce yourself to the firm representatives at careers fairs – whether these events are in person or online. Finally, make sure you have taken the time to highlight your academic and personal achievements in your application. Be sure to proof read your application thoroughly, keep the cover letter to one page in length (addressed to the right firm!), and your resume no more than two or three pages. Please also ensure you include a copy of your original academic transcript – no screen shots please.

Which period(s) do you offer clerkships and how many clerkships are you anticipating to offer in the 2021/22 clerkship season?

In 2021/22, Corrs Perth will offer three, three-week clerkship programs held in either summer or winter. Each program will have approx. 8-10 clerks.

Do you offer clerkships to pre-penultimate year students?

Yes, we do. However, pre-penultimate students need to recognise that they will be competing for clerkship positions with students who are further along in their legal studies and may have more depth to their work experience and extra-curricular activities.



**CORRS
CHAMBERS
WESTGARTH**

DLA PIPER

What are your firm's key practice areas?

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

What are your firm's core values and what makes DLA Piper unique?

DLA Piper is a global business law firm based in the Americas, EMEA and Asia Pacific. We help clients succeed through innovative and pragmatic legal solutions. Leading businesses across the world trust us with their most complex matters, and rely on our seamless cross-border prowess and sector knowledge. Wherever you are, and whatever your challenge, we speak your language.

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

How can a student stand out in the clerkship application process?

Our people come from a diverse range of backgrounds. That's what sets us apart. By opening up a range of different and unique perspectives, allows us to service our clients better.

You will need a strong academic record, and a real passion for developing a career as a lawyer. But it goes further than that...among other things, we'll be looking for candidates who are naturally inquisitive, have plenty of drive, and can show a genuine commitment to their chosen career path.

Which period(s) do you offer clerkships and how many clerkships are you anticipating to offer in the 2021/22 clerkship season?

We offer approximately 35 summer clerkship positions across all of our Australian offices.

Do you offer clerkships to pre-penultimate year students?

We accept applications from penultimate and final year students for our summer clerkships.



HERBERT SMITH FREEHILLS

What are your firm's key practice areas?

Alternative Legal Services; Corporate; Dispute Resolution; Employment, Industrial Relations & Safety; Finance; Real Estate; and Projects.

What are your firm's core values and what makes Herbert Smith Freehills unique?

Our core values are: connect, collaborate, lead, excel.

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

How can a student stand out in the clerkship application process?

There's no single path to becoming a commercial lawyer. We consider your academic, work experiences, extra-curricular and personal achievements. We're focused on finding people who have the curiosity to explore all the angles and the empathy to place themselves in their clients' shoes. We value that everyone brings themselves and their unique different perspectives, but we work together and with our clients to tackle really complex legal problems.

Herbert Smith Freehills is proud to use the Rare Contextual Recruitment System (CRS). The CRS allows us to understand each applicant's achievements in the context that they have been

gained. We understand that not every candidate's achievements look the same on paper – and we want to recruit the best people, from every background.

We are not looking for the finished product and we know that gaining legal work experience can be difficult. What we are looking for is your potential. Demonstrate the transferable skills you have gained through the experience that you have – legal or non-legal.

When talking about your experience, explain how the skills you have gained are relevant to a career in law – and to Herbert Smith Freehills specifically. Consider the way we work and the skills and abilities we look for to deliver a consistently excellent experience for our clients.

Which period(s) do you offer clerkships and how many clerkships are you anticipating to offer in the 2021/22 clerkship season?

Summer 1, Summer 2, Winter. 35-45 clerkship positions.

Do you offer clerkships to pre-penultimate year students?

Our clerkship program is open to non-penultimate year students, however, we prioritise applications from penultimate year students. Our clerks and graduates often find it is better to time their clerkship and the commencement of the graduate program on either side of their final year of study.



**HERBERT
SMITH
FREEHILLS**

HOPGOODGANIM

What are your firm's key practice areas?

In our Perth office, the key practice areas are Commercial Property, Litigation and Dispute Resolution, Planning and Development, Resources and Energy and Corporate and M&A.

What are your firm's core values and what makes HopgoodGanim unique?

Be exceptional: Uncompromising on quality and striving for excellence.

In it together: Deeply collaborative, both internally and externally.

Keep it real: Authentic to the core. Genuine, open and absolutely honest.

Spirited and caring: Witty, irreverent but with deep respect and care.

Top of our game: Forward, thinking, curious, evolving and we challenge the status quo.

You may have asked yourself what makes HopgoodGanim different to any other firm? We believe it is the close relationships we have with our clients and each other. We do our very best work when we know our clients personally and we know their businesses inside and out. Inside our firm, people genuinely like each other, refer to each other as friends and work collaboratively to achieve the best outcomes possible for our clients.

How can a student stand out in the clerkship application process?

Seek feedback, take on the extra opportunities across the firm, work hard and have a

genuine passion for law and enjoyment for working at HG.

Which period(s) do you offer clerkships and how many clerkships are you anticipating to offer in the 2021/22 clerkship season?

October/November 2021, February/March 2022, April/May 2022 and June/July 2022. We anticipate offering 10-12 positions during the 2021/22 clerkship season.

Do you offer clerkships to pre-penultimate year students?

Yes.



HopgoodGanim

LAWYERS

HWL EBSWORTH

What are your firm's key practice areas?

In the Perth office, our key practice areas are: Banking & Finance, Corporate & Commercial, Construction & Infrastructure, Insurance & Commercial Litigation, Health, Insolvency & Restructuring, Planning, Environment & Government, Property and Workplace Relations & Safety.

What are your firm's core values and what makes HWL Ebsworth unique?

Internally, we embrace a culture that is the product of our values – honesty, courage, relationships, maintaining high professional standards and a high performance culture. The result is a powerful working relationship based on trust and mutual respect.

We're not your typical law firm! HWL Ebsworth's point of difference is the inherent trust we develop with clients - which is built upon our understanding of their unique business needs and a relationship driven approach. From an internal perspective, we pride ourselves on our merit based and transparent career development framework. We promote and reward talent based solely on merit, which allows all team members to reach their potential and we are committed to providing an environment that supports and encourages all team members to progress.

How can a student stand out in the clerkship application process?

Show genuine interest in our firm and the type of work we undertake. Tell us why you would like to be a part of our firm and why you have chosen HWLE to be the place you start your career. We would also like to get to know you as a person - we've seen your CV and read your cover letter,

let us get to know you!

Which period(s) do you offer clerkships and how many clerkships are you anticipating to offer in the 2021/22 clerkship season?

We offer clerkships in both the Summer and Winter periods and are looking to offer up to 20 clerkship placements.

Do you offer clerkships to pre-penultimate year students?

We are open to considering strong candidates who are at various stages of their studies and these opportunities can be discussed further with our HR team.

HWL
EBSWORTH
LAWYERS

KING & WOOD MALLESONS

What are your firm's key practice areas?

Banking & Finance, Dispute Resolution, Mergers & Acquisitions and Projects & Real Estate.

What are your firm's core values and what makes King & Wood Mallesons unique?

Across our international firm we have values that guide us and that we aspire to live up to...

Client centric: Putting our clients (inside and outside the firm) at the centre of everything we say and do

Dynamic and entrepreneurial: We are passionate about challenging the market to create a shared future, together. Bold in our aspirations and confident in our execution

One team. One firm: Our belief in the power of together delivers the best results for our people, our clients, and the firm. We operate as one family, one firm working collaboratively and supporting each other across all cultures.

Excellence and innovation: We combine quality and creativity, with the ability to get the right results through innovative solutions.

Stewardship: We will build a stronger firm for the future generations by nurturing clients and our colleagues to excel at everything they do.

International perspective: Connecting learning and understanding to open doors and unlock opportunities in our local and international markets.

How can a student stand out in the clerkship application process?

At application stage:

- Tailor the application and think about why you are applying to the firm;
- Take your time – don't leave writing or submitting to the last minute; and
- Be honest in your application and don't be afraid to let your application reflect your personality

At interview stage:

- Be yourself – our interviews are very relaxed (honestly!);
- Prepare – do your research and know your application; and
- Ask questions – what do you want to know?

Which period(s) do you offer clerkships and how many clerkships are you anticipating to offer in the 2021/22 clerkship season?

Summer (November to December) and Winter (June to July). Number of clerks are based on business needs at the time.

Do you offer clerkships to pre-penultimate year students?

No, however we do have our "KWM Insight Program" in the Perth centre aimed at pre-penultimate students. Further information can be found at <https://careers.kwm.com/en/graduates-australia/insight-program>.

KING & WOOD
MALLESONS
金杜律师事务所

JACKSON MCDONALD

What are your firm's key practice areas?

Jackson McDonald is comprised of six practice groups including: Construction, Infrastructure & Projects; Corporate Commercial; Dispute Resolution & Litigation; Insurance & Risk; Property, Planning & Environment; and Legal Technology Services. Visit our website to learn more about our legal services and sector expertise.

What are your firm's core values and what makes Jackson McDonald unique?

Jackson McDonald stand by five integral core values which shape the way the firm operates.

These are:

Honesty & Ethics: Acting with personal and professional integrity.

Contribution to the community: Contributing to the legal profession, charities and community.

Mutual Respect & Teamwork: Showing trust and consideration for our colleagues, and achieving results through effective teamwork.

Client Focus: Building strong relationships with our clients and understanding their industries to achieve the best outcomes for them.

Complete Professionalism: Maintaining and applying the highest standards of skill and knowledge.

Jackson McDonald is unique as we are one of Western Australia's largest independent full-service law firms. For nearly a century, we have

played an integral role in shaping the State by providing our clients with clear, concise legal advice that is tailored to their commercial and operational needs.

Do you offer a clerkship program?

We do not offer a clerkship program, however, we do hire a number of law graduates at the beginning of each calendar year.



JACKSON MCDONALD
MULTI-SECTOR LAW

JOHNSON WINTER & SLATTERY

What are your firm's key practice areas?

Class actions; Competition/antitrust; Corporate (M&A/ECM); Corporate crime & investigations; Corporate governance; Debt finance; Dispute resolution; Employment; Energy & resources; Environment & planning; Foreign investment; Funds management; Intellectual property & IT; Media; Private equity; Projects & construction; Real estate; Regulatory; Restructuring and insolvency; and Tax.

What are your firm's core values and what makes Johnson Winter & Slattery unique?

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

We put our lawyers at the forefront of Australian commerce and offer all the benefits that come with working for a large corporate law firm, but aim to be, quite simply, a better place to work. You will work closely with our partners and senior lawyers, and their doors will always open to you.

Our flat team structure means you won't be tied down early in your career. You will have the opportunity to work with partners nationally, across a broad range of practice areas and sectors, giving you the best opportunity to diversify your skills and to shape your own career path.

How can a student stand out in the clerkship application process?

We're looking for graduates who have not only excelled academically, but have great communications skills, thrive in a collaborative environment and want to deliver legal advice to create the best outcomes for our clients. Stand out by being well prepared, demonstrating great communication skills and showing us a little bit of your personality.

Which period(s) do you offer clerkships and how many clerkships are you anticipating to offer in the 2021/22 clerkship season?

We offer three 4-week long summer clerkship programs throughout the year:

- Clerkship 1 – Monday, 22 November 2021 to Friday, 17 December 2021
- Clerkship 2 – Monday, 17 January 2022 to Friday, 11 February 2022
- Clerkship 3 – Monday, 27 June 2022 to Friday, 22 July 2022

Do you offer clerkships to pre-penultimate year students?

Placements are offered to penultimate and final year law students.

JOHNSON
WINTER &
SLATTERY

MINTERELLISON

What are your firm's key practice areas?

Banking and Finservices; Capital Markets; Class Actions; Competition Regulation and Trade; Corporate; Dispute Resolution; Education; Energy; Environment and Planning; Infrastructure Construction Property; Insurance; Mergers & Acquisitions; Real Estate; Restructuring and Insolvency; Sustainability & climate change; Tax and Superannuation; Technology, Transformation and Outsourcing; Workplace (Employment).

What are your firm's core values and what makes MinterEllison unique?

At MinterEllison, we're driven by a strong sense of purpose. We create lasting impacts with our clients, our people and our communities.

We know, in a world of relentless disruption, we also need to think beyond the law. We're driving digital transformation and embedding a culture of curiosity and innovation. We're investing in adjacent consulting capabilities that enable us to provide seamlessly integrated solutions to our clients. And our people are committed to making a meaningful difference in the communities they live and work in.

How can a student stand out in the clerkship application process?

At MinterEllison we are not looking for people who fit a mould. Academics are just one piece of the puzzle and we recognise the strength that diversity can bring to a team. Work experience, extra-curricular activities, sporting participation, music and travel are all important criteria to us. We want you to bring your whole self to work - individual strengths and diversity are what build our teams up to be the successes they are.

Which period(s) do you offer clerkships and how many clerkships are you anticipating to offer in the 2021/22 clerkship season?

MinterEllison offer a 10 week clerkship with 2 rotations comprising 4 weeks each. For 2021 / 2022 our clerkship runs from Monday 29 November 2021 to Friday 4 February 2022.

Do you offer clerkships to pre-penultimate year students?

As MinterEllison offers both clerkships and a 2023 graduate role with the potential to work as a casual paralegal in a student's final year of university, we generally offer these to penultimate candidates. There may be occasions where we will offer a clerkship to a pre-penultimate candidate.

MinterEllison

NORTON ROSE FULBRIGHT

What are your firm's key practice areas?

In Perth our key practice areas are Litigation, Banking & Finance, Financial Restructuring & Insolvency, Employment & Labour, Corporate and Construction.

What are your firm's core values and what makes Norton Rose Fulbright unique?

Our values of Quality, Unity and Integrity are the foundation of our culture. By being industry experts, prioritising diversity & inclusion and ongoing learning and development. Knowing how our clients' business works and understanding what drives their industries is fundamental to us. Our lawyers share industry knowledge and sector expertise across borders, enabling us to support our client's anywhere in the world. We have a strong commitment to diversity and inclusion. We aim to be an employer of choice worldwide by valuing difference, promoting a culture of respect for each individual, and encouraging workforce diversity in all aspects and at all levels. We offer education assistance support to all staff and design and deliver development programmes addressing our employees specific needs. Our award winning International Academies are delivered to Associates, Senior Associates and Special Counsel at the relevant stages of their career.

How can a student stand out in the clerkship application process?

- Be authentic and bring your whole self to work;
- Be curious and get to know your practice groups and the firm;

- Be proactive and willing to take on all tasks; and
- Be involved in team and firm events and activities.

Which period(s) do you offer clerkships and how many clerkships are you anticipating to offer in the 2021/22 clerkship season?

One, 10 week summer clerkship. We are anticipating to offer 3-6 clerkship positions in the 2021/22 clerkship season

Do you offer clerkships to pre-penultimate year students?

No.



PRAGMA LAWYERS

What are your firm's key practice areas?

Pragma helps its client avoid and resolve disputes so they can focus on what's important. We therefore specialise in dispute resolution and litigation. In that context we provide specialist advice in Employment, Building and Construction, Property and Strata, Insolvency and Reconstruction and Mining. We also have a front-end commercial practice which complements the dispute resolution areas of the firm.

We are a new law firm that uses cost-effective models such as our outcomes-based pricing and fixed fee mediation.

What are your firm's core values and what makes Pragma Lawyers unique?

Our firm's values form the foundation of its success. We emphasise the importance of living our Values, which we have developed together as a team after an extensive self-analysis process: we are ethical, pragmatic and solutions focused, leaders in the community, open and transparent, supportive and mindful of each other, team players and forward thinking, and healthy (physically and mentally).

We pride ourselves on the culture we have built together and ensure strategies are put in place so that we can live our values (including wellbeing programs such as 12 Week Challenges). Pragma has recently been recognised for its unique successes in this area by being awarded the national Australasian Lawyer's Employer of Choice Award for the last two years running (2020, 2019).

Do you offer a clerkship program?

At Pragma, we aim to 'do things differently' for both our clients, as well as for the people we recruit to be part of our team. Pragma do not formally participate in the clerkship application process however our recruitment model sees us hire casual paralegals all year round to be part of our growing team.

When we do recruit paralegals, we are looking for team players who have a willingness to go the extra mile and want to be part of a team that deliver the best possible results for our clients. At Pragma Lawyers we also look to employ students from first year through to final year which provides a diverse range of students into our paralegal pool.

When you are part of the Pragma team you are exposed to a wide variety of tasks within the standard day-to-day running of a law firm. This ensures clerks are well prepared for life beyond studies and gives an opportunity to those clerks who wish to be part of the team as either a Graduate or a Lawyer, to be nurtured into these future pathways by the staff that they will later be closely working with.

To learn more about Pragma Lawyers or to be in the know about future paralegal vacancies, please follow 'Pragma Careers' on Instagram and visit our website <https://pragma.law/join/>



SQUIRE PATTON BOGGS

What are your firm's key practice areas?

Corporate; Property; Litigation; International Dispute Resolution; Labour and Employment; Energy and Natural Resources; Real Estate; Construction; Restructuring and Insolvency; and Commodities and Shipping.

What are your firm's core values and what makes Squire Patton Boggs unique?

Our values play an integral role in our everyday operations assisting to shape our daily actions and decisions.

Collaboration - We work together globally to build trusted relationships with each other and our clients.

Professionalism - We act ethically and uphold the highest standards of professionalism.

Excellence - Thinking differently, we continuously innovate and inspire others.

Diversity - We value diversity; we recognise and embrace each person and their contribution.

Responsibility - We are accountable to ourselves, our teams and to ensuring the firm's success; we support the wellbeing of each other and our communities.

How can a student stand out in the clerkship application process?

We look for people who will contribute positively to our collaborative culture and to the continuing growth and success of our firm. In your cover letter, choose three qualities that you think you possess that will make you a match for our

culture (hint: look to our graduate brochure for inspiration). Applicants that demonstrate an innovative approach, entrepreneurial qualities and a hunger for a challenge will put themselves ahead of the pack and get noticed. The key word here is "demonstrate" – you must be able to point to examples of how you have put these attributes into action.

Do you offer a clerkship program?

We do not participate in vacation clerkship or graduate recruitment processes. Instead, we look to hire casual paralegals throughout the year based on the needs of our practice groups, and have then hired previous graduates from this pool. We find this gives students and prospective graduates a more in-depth and genuine look into the way our firm works on a day-to-day basis.



STAY TRUE.

As a junior lawyer, your enthusiasm is in overdrive. Everything is interesting. You have a million questions for everyone. You want to be the best. And for me, I wanted to be the best lawyer and leader I could be.

Right now I'm a corporate and tax lawyer, buying and selling companies, structuring investments and having the occasional battle with the ATO.


So, a little while after I started at Clayton Utz, I joined the social committee. A powerful assembly fuelled by lunchtime pizza-wielding lawyers making important decisions like choosing the Christmas party theme. They knew I liked pizza, but had no idea I was gay. You see, I wasn't out at work yet and this became a genuine source of anxiety for a good two years.

But in May 2015 this all changed...

To listen to Luke's full story, go to:

claytonutz.com/graduates

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



WE DO.



CLERKSHIP PROGRAM

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

GRADUATE PROGRAM

It's not just about wearing a suit.

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

That's where we come in.

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

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

You'll get...

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

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





Commercial
LAW

*Jade Chow, Lawyer, Banking & Finance team
at MinterEllison*

FINDING YOUR PRACTICE AREA

I am a junior lawyer in MinterEllison's Banking & Finance team, admitted in August 2020. Prior to completing a 6-month rotation and then settling in the Banking & Finance team, I rotated through the Corporate Mergers & Acquisitions team. I've always had an interest in commercial law and knew that it was the area that I wanted to practice in. I am also fortunate that I had the opportunity to dive straight into a practice area that I was interested in. However, not everyone will know for certain what area it is they wish to work in, and it is certainly not expected that you know this when you begin as a vacation clerk or graduate. Regardless of whether you have your sights set on a certain area or not, based on my experiences so far I have put together some handy hints that will hopefully guide you along the way!

1. Learn, learn and learn

My number one piece of advice to give to graduates is to always be open to learning and new opportunities (this applies to any stage of your career). One of the things I enjoy about working in commercial law is that it is not just about the technical legal advice that you provide to clients, but also about knowing your client's businesses, the challenges that your clients face, who your client's competitors are and how you and your team as lawyers can assist them to navigate the market and achieve their commercial objectives.

Regardless of which practice area you complete your first rotation in, focus on learning –

- What kind of work does the area involve – is it



front end or back end and what role do you as a graduate or junior lawyer play in your team?

- Who are your clients, what are the key challenges that they face and as a lawyer, how are you placed to assist them?

2. Speak to Partners or senior lawyers

The transition from university to life as a law graduate can be daunting, but everyone has been through it and will have sound advice and words of wisdom to offer you. Whether it is clarifying a technical point on some legal work that you've been tasked with, or having general queries about a practice area, reaching out to a Partner or senior lawyer can be useful.

3. Adaptability and flexibility

Adaptability and flexibility is relevant to any stage of your career, particularly a career in the law where the environment is fast paced and there are deadlines to meet. At the graduate level, you may not always receive your first preference when it comes to rotating through teams. However, use this as an opportunity to learn about other areas of law and be exposed to something different – you never know when the knowledge you gain from a different area might assist you further down the track!

Ellen Pen, Law Graduate, Norton Rose Fulbright

CORPORATE MERGERS AND ACQUISITIONS

I am a 2020 Graduate at Norton Rose Fulbright Australia's (NRFA) Perth office and have recently completed rotations through the Financial Restructuring and Insolvency team and the Banking and Finance team. My current rotation places me in the transactional and fast-paced Corporate Mergers and Acquisitions (M&A) team.

Mergers and Acquisitions

Our M&A team is a broad multi-sector practice that covers a spectrum of Corporate M&A work. As a junior lawyer in the team, some of the deals you can expect to work on include:

- public company takeovers and mergers;
- private company M&A;
- joint ventures;
- disposals of assets, companies and businesses;
- debt and equity capital markets;
- corporate governance;
- general commercial; and
- corporate / board advisory matters.

M&A is a dynamic practice that allows you to work across various industries, including energy, financial institutions, infrastructure, mining and commodities, technology and innovation, transport and renewables. This means there is always something new and challenging about a deal. Typically, the team advises corporations and financial institutions - whether in their capacity as buyers, sellers, financial advisers, funds or

shareholders.

In M&A, we work on domestic, international cross-border and multijurisdictional transactions in emerging and developed markets. Which affords us the opportunity to travel on transactions (although COVID has currently interrupted this). For example, I recently worked on an international joint venture for an investment bank spanning five different jurisdictions. We had a core team of lawyers in Perth and Singapore working on this matter and local counsel in each of the emerging jurisdictions. Because of the cross-border nature of this team and having NRF offices in most major capital cities around the world, we're able to provide our client with a "follow the sun" approach, meaning that we can work around the clock to make the deal happen. The nature of a deal means we are under genuine-time pressures, and deals are often "bet the farm" matters for our clients. However, this only adds to the excitement of a deal and the feeling of accomplishment when it gets over the line.

Providing strategic advice

The type of advice you give as a Corporate lawyer is much more commercial and strategic, which appeals to me. In M&A, you're often helping your clients create commercial solutions within the ambit of the law or figuring out which legal alternative or deal structure provides the best commercial outcome for the client. Our advice needs to be legally sound but also strategically optimal - it really goes beyond providing legal advice in a commercial scenario, and we are often relied upon as trusted advisors to our clients outside the sphere of the deal.

Developing this type of strategic, commercial and client-focused mindset has been, and will be, a steep learning curve; however, it is a precious skillset to hone. This is the kind of stuff you don't learn at Law School!

Responsibility as a junior

In M&A, junior lawyers receive a lot of responsibility on a deal and are integral members of the transaction team. I usually take on the project management role on a matter, as well as liaising with clients and other parties. Additionally, I typically get to draft the first cut of an agreement or advice and make changes throughout the negotiations.

One aspect of my role is working with other juniors in the other jurisdictions to manage the completion checklists and ensure that we satisfy all of our obligations as and when required. The juniors need to understand what is happening across the entire matter, which can be difficult when multiple concurrent work streams and over 100 items are on the checklist. Managing completion checklists becomes an integral role in the deal as the senior lawyers will rely on you to know exactly what's going on. I enjoy this responsibility because I'm at the centre of all the action.

Career development and opportunities

The team itself is incredibly supportive of each other. The partners are invested and excited about the career development of their junior lawyers, always looking to get them involved in a deal. Beyond the team, M&A work, due to its nature, can lend itself to opportunities in-house, abroad or even outside of the law in the future. NRF M&A alumni have subsequently moved into roles including investment banking, private equity and paid directorships.



Briony Whyte, Solicitor; Projects, Infrastructure and Construction Team, Jackson McDonald

DECODING EXPECTATIONS: WE KNOW YOU'RE LEARNING

When it comes to your grad year, you're probably wondering what to expect. Leaving university and actually practising law is daunting! With this in mind, when I was asked to write an article on what you should expect, I thought I'd steer away from the 'day in the life of a lawyer' article, and instead, set you up with some expectations; both in terms of what you should expect, and what is expected of you.

We know you're new to this

Your first tasks will be simple ones which will slowly become more complex over time: you don't have to worry about being asked to write 30 pages of submissions in your first week (that comes in week two... Kidding!) In your first couple of months, you can probably expect to do a fair amount of research, and to review a lot of documents. Then, as you spend more time on a matter, you might be asked to complete simple court forms (like consent orders) and to draft simple letters. Your tasks will evolve with your abilities, so don't worry about being thrown in the deep end!

We know you'll have questions

We were all grads once so, when we give you a task you haven't done before – or even one you have – we absolutely expect that you will have questions. That's fine! We know that some of those questions will be technical, and that some of them will be basic. If you feel comfortable doing so, you



should ask them of your supervisor. If not, that's what your buddy is for. Take it from me, we buddies are here to help and fully prepared to answer a million questions!

We know you'll take a while

Even once all your questions have been answered, the first few times you undertake a particular task, it's going to take a while. If you're anything like me, you'll spend a lot of that time worrying:

A. 'IT'S NOT PERFECT, I CAN'T SEND IT TO THE PARTNER'; AND

B. 'AHHHHH, THIS IS TAKING TOO LONG – THE CLIENT SHOULDN'T HAVE TO PAY FOR THIS!'.

Let me put your mind at ease – we expect this, and we have factored the extra time in. Don't worry about the cost: if the partner with handling of the matter thinks that a time entry is too long to bill, they will write it down to a more reasonable amount. It's easily and commonly done – even when the lawyer doing the work is more senior!

Rather than worrying about how long it's taking you, think about why it's taking that long, and how you can improve next time. Instead of spending an hour looking for an answer, only to come up empty handed, search for 20 minutes and if you can't find it, ask your buddy for assistance. It's likely they will have the answer; if they don't, they'll generally know where to look. Chances are, it's right in front of your nose. Alternatively (and equally likely!) there is no straightforward answer, and the partner asked you to look because your time costs less than theirs!

We expect you to make mistakes

Finally, you should know that it's okay to make mistakes! Firms hire graduates with the expectation that they will be training that person, and training requires teaching. Of course, we expect that you'll give it your best shot, but we don't expect you to be perfect. No matter a lawyer's seniority, your work will be settled by someone (unless you're a silk, at which

point it will be critiqued by the judiciary!) so you should give it a go and not be disheartened when it comes back red with tracked changes. Just take it on board and there should be fewer alterations next time.

What we really want from a grad...

To be honest, everything a firm expects of a grad could be summed up in a sentence:

Give it your best shot, with a positive attitude, and you'll excel.



Tired of reading another
recruitment poster?

We're
on the
same
page.

At Jackson McDonald, we think differently. And we hope you do too. We're seeking graduates who have the courage to be bold. Who can create clarity from confusion and proceed with confidence. In joining WA's largest independent law firm, you'll advance your career while simultaneously advancing entire industries and communities.

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Ashley Ang, Lawyer – Major Projects & Construction, Clayton Utz

FRONT END VS BACK END

So you've passed your final Torts exam (ostensibly with flying colours) and are now sinking your teeth into the juicy subjects that are Constitutional and Administrative law.

Or perhaps you're still in your first year, poring over the Criminal Code and wondering when you'll eventually be able to live out your dream of being a criminal prosecutor or defence barrister. Before long, you'll be turning your mind to clerkship and graduate applications - and it's worth being well prepared, so you maximise your chances of success. *"What work are you more interested in – front-end or back-end?"*

You will be asked this perennial question at least one hundred times, not only throughout the clerkship and graduate process but also as a graduate and junior lawyer completing your rotations through various practice groups.

If you're not sure what the terms "front-end" and "back-end" mean in the context of legal practice, much less have an inkling of which of these two types of work you would prefer, rest assured – you are not alone.

So, here's what virtually no law school will teach you: "front-end" work essentially means transactional work, whereas "back-end" refers to work of a litigious nature. This definition constitutes the most fundamental divide between the practice groups in most, if not all, mid-to-large commercial law firms. If you're practising in a boutique firm or are like me are settled in a hybrid

team, you will do a bit of both...

Here's a snapshot of the type of front- and back-end matters in which you might be involved, from my perspective as a lawyer in the Major Projects & Construction practice group.

Front-end: It's all about the deals

Every so often, a client will approach us with instructions to the effect: "We're looking to work with Joe-Contractor to design and construct a manufacturing plant, and the parties are currently negotiating the contractual terms. Please draft up a contract for these purposes so we can proceed." As every good graduate buddy will tell you, the first place to look when presented with instructions such as these will be your firm's precedent bank, which contains a treasure trove of standard form contracts, as well as contracts that have previously been drafted. Utilising an appropriate precedent as a base, your task will be to draft and amend each clause within the contract according to your client's instructions.

Think of yourself as a wordsmith – where your art is showcased by crafting the contract such that it adequately addresses the parties' wishes yet protects your client against the various commercial risks and pitfalls to which they may be exposed. The process often involves sitting down with the client and advising them on their rights, obligations and liabilities. Whether or not the client chooses to accept the contractual terms is ultimately a commercial matter for them; it is your job, however, to ensure that they are alive to the risks involved before signing on the dotted line.

At other times, the Corporate team may ask our team for assistance in conducting 'due diligence' concerning a deal. In short, where a company is interested in buying shares in, or the assets of, another company, it is naturally prudent for the former to want to find out exactly what they might be getting themselves into – which is where due diligence comes into play.

Where the seller is a party to a construction contract, we would review that contract to make sure firstly, that there are no red flags (for example, whether the seller is involved in a large dispute over that contract), and secondly, that the client is aware of the key rights, obligations and liabilities that would flow from the particular contract.

This process is typically a collaborative effort between various practice groups, with each contributing the results of their respective reviews into a combined due diligence report. This report would then be provided to the client to inform their negotiations with the other party (or help them decide whether to enter into the transaction at all).

Back-end: One short order, coming right up

Unfortunately, the world isn't always a harmonious one. So what happens when things go wrong? It isn't the case that disputes always end up in Court. It's estimated that around 90% of disputes settle or are abandoned before they ever make it to Court.

You are likely to hear about a dispute brewing over the horizon well before any documentation makes it onto your desk, usually involving one party's claim against another for a sum of money that the other party claims they shouldn't have to pay.

This is where you come in – not always to immediately assist with commencing an action by filing a writ of summons with the Court, but to provide strategic advice to your client on what we call 'merits of the case'.

This is a comprehensive process, often involving discussions with the client on their commercial objectives, our team poring over the contract, which is the subject of the dispute, and seeking advice from different practice groups as well as Counsel (if one has been engaged). Some (or a lot) of research may also be involved – be it in respect of facts analogous to the ones at hand or on a discrete point of contractual interpretation. When researching the latter, you may be asked to draft a

memo on how the Court has typically interpreted a specific contractual clause, and if you discover that there is no case law on point, provide a considered analysis of how the Court is likely to do so if the matter ultimately goes to trial.

The main aim is to provide the client with a fulsome analysis of its current position, available options, and the chances of success for each opportunity to make an informed decision on whether to engage in the dispute. Sounds familiar? Don't be surprised – front-end and back-end work are, in fact, two sides of the same coin!

If the parties are greatly opposed and unable to agree to settle the dispute, the plaintiff or claimant will commence court proceedings or refer the dispute to arbitration, as the case may be. I won't bore you with the minute details of the process given that that you will be covering (or will have had covered) it in your Civil Procedure unit, but it typically involves the preparation of pleadings, lay witness statements and expert reports, and of course, engaging in the disclosure process. This may take anywhere between approximately two and five years (or if you represent parties involved in the Bell Group litigation, a paltry 25 years).

However, what is essential is always to be cognizant of the commercial factors and ever-shifting merits of the case, as it may influence your advice to your client and any revised terms of settlement that they may be prepared to offer or accept.

Front- or back-end: is one more attractive?

As you probably have already guessed, the answer is no. I encourage you to keep an open mind on your choice of career path. I know of lawyers who believed they were born-litigators but decided otherwise as soon as they had a taste of corporate work. Conversely, a well-respected partner and a brilliant litigator for whom I have had the privilege of working started their career as a banking and finance lawyer, so never say never! I wholly believe that having experience in both lines of legal work has made me a better and well-rounded lawyer, and I highly recommend taking any opportunity to explore this for yourself. I certainly haven't regretted doing so.

Damon Scurria, Law Graduate, King & Wood Mallesons

BANKING AND FINANCE AT KWM

King & Wood Mallesons is the only firm in Australia to have tier one rankings across all disciplines in banking & finance. We work on a diverse range of complex, market-leading transactions. Our Banking & Finance practice group is involved in securities, structured finance, project finance, syndicated and corporate finance, leveraged and asset finance and property finance transactions. Our clients include major banks and some of the largest companies in Australia and internationally.

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

A highlight of my experience so far was helping to assist with the preparation of an urgent advice for one of our clients. I was tasked with researching complex trust and property law concepts and reviewing the underlying agreements. I was also given the opportunity to prepare the first draft of the advice.

One of the aspects of working in the Perth Banking & Finance team that I most enjoy is the variety of transactions you have the opportunity to get



involved in. This means that the work you do as a graduate is incredibly diverse. No day is the same as the one before it!

I have undertaken a broad range of tasks during my rotation in the Banking & Finance team. Generally, it is the senior lawyers who negotiate and draft the facility (loan) agreement. However, as a graduate you are given the opportunity to draft a variety of other documentation involved in the transaction. This may include preparing security documents, side letters, consents and various other documents.

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

On a personal level, one of the highlights of my time in the Banking & Finance team has been the people I have had the opportunity to work with. The environment within the team is incredibly supportive and there is always someone who is willing to answer any question you have. This also extends to the firm more generally. In my short time at the firm, I have worked on transactions involving our Mergers & Acquisitions and Projects teams and have also had the opportunity to work with teams from our Melbourne and Sydney offices.

Dylan Caddy, Solicitor – Disputes, Herbert Smith Freehills

INTERNATIONAL GRADUATE EXPERIENCE

Before starting with Herbert Smith Freehills as a vacation clerk, and ultimately as a graduate, I was often told about how HSF had a globally connected network. Not just in the sense that it had a number of international offices but that those offices were accessible both to work with and in some cases, to attend via an international secondment.

Following rotations in the Corporate Energy and Resources, Dispute Resolution and Employment, Industrial Relations and Safety practice groups, I was fortunate enough to go on an international secondment in the Seoul office in South Korea to gain experience in international arbitration.

I joined the Seoul office at the end of 2019 for 6 months. I didn't know too much about South Korea before arriving, but I expected a technological hub with amazing local food. I wasn't disappointed.

Although parts of the city appear to have remained unchanged for the last 20 years, the integration between tradition and technology make the city feel new. I also hadn't expected that Seoul would be such a social city. Office workers always take a full 1 hour lunch break every day, and given the prevalence of amazing food outlets, can eat at a different restaurant every day. Whether it be tteokbokki (a rice spice cake), Bibimbap (think of a Poke bowl), or some delicious Korean BBQ; every meal was a new experience. This social culture also continued after work

hours. It was commonplace to see groups of people moving between bars every night of the week, notwithstanding temperatures below 0 °C.

Work wise, I was thrust into some incredibly interesting and diverse work. I assisted with regulatory advices for local Korean manufacturers seeking to expand their business into Myanmar and Thailand. I assisted with a number of arbitrations, held under the auspices of the KCAB (the Korean Commercial Arbitration Board), as well as SIAC (the Singapore International Arbitration Centre) and the LCIA (the London Court of Arbitration). A highlight was attending a 3-day arbitration in Philadelphia, New Jersey for a Korean client. I played an active role in this arbitration (which eventually was decided in favour of our client), and was able to develop my technical skills which I draw upon now.

Since returning to Perth, I have been able to continue to develop my interest in international arbitration working on a number of disputes for local and international clients. I have also maintained relationships with the Seoul office and look forward to returning for a holiday and some soju (Korean spirit) and Makgeolli (Korean rice wine).



Oliver Hodgson, Associate, Allens

PRO-BONO WORK AT ALLENS

Like many law students, I was motivated to promote access to justice and human rights. That motivation has remained throughout my professional career and a key reason I applied for Pro-Bono Coordinator at Allens, based in our Perth office.

Our community partners' work, through our pro bono matters and social programs, is an integral part of our business. We aim to both support and empower individuals to create meaningful change. Learn more about the type of work we do through our stories.

"At Allens, we see it as our responsibility to use our skills and resources to help others in the community."

Our community work is essential to who we are as a firm. Our people contribute their time and expertise to work collaboratively with inspirational organisations and people on community initiatives and pro bono matters. We do so with a particular focus on alleviating disadvantage, advancing reconciliation, improving access to justice and promoting sustainability.

This critical work is overseen by our Community Engagement Board, chaired by the Managing Partner, and comprises representatives of our Pro Bono, Philanthropy, Reconciliation Action Plan and Sustainability Committees.

In my role, I engage with charities, governmental and non-governmental organisations and not-for-profits that are looking for pro bono legal assistance. Some examples of what we do include:

- working with disadvantaged individuals and for NGOs to promote access to justice and protect human rights;
- partnering with community legal centres and Aboriginal Legal Services across the country to assist refugees, asylum seekers and people facing homelessness; and
- funding the only ongoing graduate position in the Fitzroy Legal Service community sector in Victoria.

We are responsible for building lasting and respectful relationships with Aboriginal and Torres Strait Islander communities and ensuring the same level of opportunity exists for them as for other Australians. In particular, we:

- target more than 15% of our pro bono legal work towards Aboriginal and Torres Strait Islander organisations;

- support the creation of employment opportunities in the firm and the community;
- support equitable quality education for Aboriginal and Torres Strait Islander students; and
- build capacity through staff secondments with Jawun and the Empowered Communities Project.

How we make a difference:

- Over 370 grants provided to more than 175 organisations since 2002.
- Staff across our office's volunteer for important causes, including mentoring young people and assisting homeless people.

If you would like to find out more, including more about the work we've been doing in the community over the past 12 months, please visit: allens.com.au/about/impact.

An Ashurst ADVANCE perspective

THE EVOLUTION OF THE LEGAL TEAM

The pace of transformation in the legal services market continues to accelerate and we're seeing a growing enthusiasm from in-house legal teams to embrace this change.

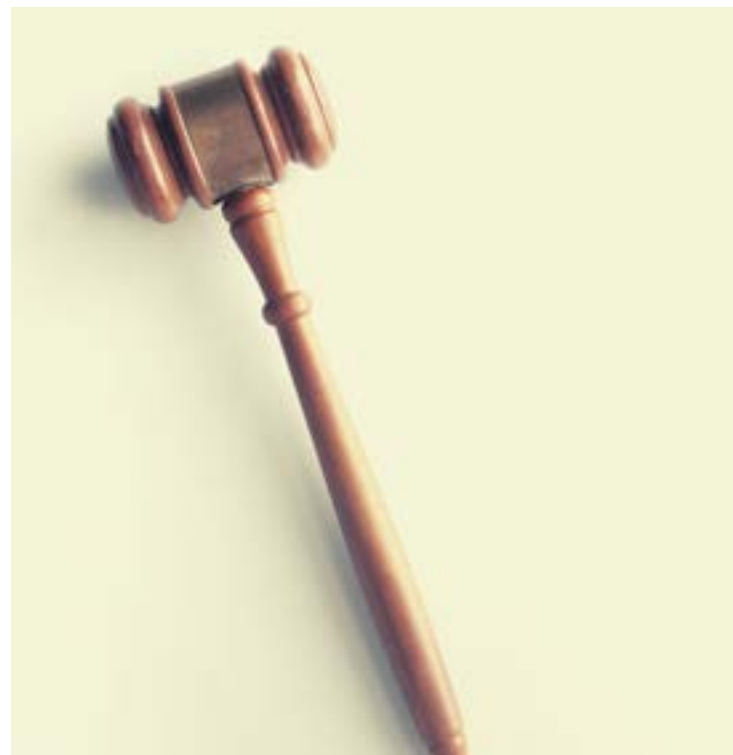
There are a growing number of opportunities to develop skillsets and embrace alternative legal careers, as well as to be at the forefront of this evolution by driving change and encouraging genuine thought leadership. In this blog we focus on the people aspects, including how the pressure to upskill teams may affect individuals in different ways; the diversification and introduction of new roles and skills, and an increased focus on wellbeing.

'Strategic', 'commercial', 'flexible'. According to in-house legal teams, these are the key attributes needed by the future lawyer to succeed. Are the days when lawyers were expected to know the law and only the law now in the past?

With many organisations aligning their legal teams to business areas, lawyers are under pressure to become more strategic and flexible; equipped to respond to queries across multiple legal disciplines and having the commercial knowledge to support this advice and provide tangible solutions. Add to this the need to consider legal tech within these solutions, provide thorough project management and become data literate, and you can see that the role of the in-house lawyer is under immense pressure to evolve. Many lawyers are embracing

this challenge with enthusiasm, hungry to be learn new skills and discover alternative career pathways. Where though does this leave those lawyers who want to remain in a specialist position and don't have the appetite to develop further skills? Is there still a place for them in the in-house legal team structure? We recently discussed this question with a group of clients, and the answer was a resounding yes. These people are in fact integral to the success of the legal team and we need to acknowledge the value they bring to the function. Whilst they may not wish to bring new skills to the table, they too can be part of this transformation solely by adapting their mindsets and becoming more inquisitive. By challenging the status quo, identifying alternative approaches to tasks and asking colleagues if certain tasks could be done more efficiently, they will add a huge amount to the legal transformation agenda.

All in all, this is an exciting time to be in the law! New career paths, brand new roles, and new opportunities for people with diverse skills. But what is clear is that traditional roles and legal expertise still very much have a central place in this broader NewLaw community, and integration and collaboration are key to the progression of the industry.



Nina is a change navigator



**When you're playing futsal,
you attune to a pace that's fast.**

Fast and critical thinking as part of a team comes naturally to Nina. Currently on our graduate program, she's putting her speed of thought to good use on secondment, walking – or running – in the shoes of our client.

We're providing the next generation of lawyers like Nina with the knowledge, skills and understanding to help our clients achieve their goals on the global stage – always staying one step ahead of the competition.

We don't simply adapt to change. We thrive on it.

Law around the world
nortonrosefulbright.com

Construction and Projects

Norton Rose Fulbright is a leading construction practice in Australia with lawyers that act across all phases of development for a range of project owners, institutional investors, project sponsors, developers, occupiers, contractors and sub-contractors, financiers, consultants and suppliers on both contentious and non-contentious projects. With 13 partners nationally, the Construction and Engineering Practice at Norton Rose Fulbright is one of the largest in Australia.

Construction

The Construction team at Norton Rose Fulbright operates on a 'shared-resource' (as opposed to siloed) basis. As such, there is significant scope for lawyers in the Construction team to engage in matters outside of their local office. This also means that staff can be exposed to both front-end (ie. development, investment and construction phases, and accompanying negotiations) and back-end (ie. litigation and disputes) phases of the construction practice.

Some of the work that a lawyer in the broader national construction team can expect to work on includes advising principals and developers on:

- wind and solar farm development projects;
- infrastructure projects and development; and
- general procurement advice in the mining industry.

Norton Rose acts for some of the largest companies and Government bodies in Western Australia with their construction projects, including: WA State Government, Western Power, Horizon Power, Synergy, BHP, South32 and Fortescue Future Industries.

Projects

The Norton Rose Fulbright Projects practice is broad with a multi-sector focus. The Perth practice specialises in projects in the mining and resources and energy sectors. The energy work includes traditional oil and gas projects as well as renewables (wind, solar and [wave energy]) and green hydrogen investments. The team is led by Paul Lingard (head of the Norton Rose Fulbright's energy practice) and

Nabil Abrahams

Miriam D'Souza (recognised in Best Lawyers (Australia) in Government Practice)). Some of the work that a lawyer in the Perth office can expect to work on includes advising:

- large international mining corporations on procurement matters;
- large multinational corporations on strategic project development; and
- local government entities project development and procurement matters.

Some recent matters that the team has worked on includes advising:

- on the development of the world's largest renewable energy plant; and
- an Australian oil company on the negotiation of a production sharing contract in relation to the Greater Sunrise Special Regime established under the Treaty between Australia and the Democratic Republic of Timor-Leste establishing their Maritime Boundaries in the Timor Sea.

Disputes (back-end construction litigation)

The Perth office has a market leading construction disputes practice lead by partner Penelope Ford, who is named in the 2020 inaugural Lawdragon Global Litigation 500 guide as one of the leading litigation lawyers in the world. Penelope specialises in international arbitration & disputes, especially construction disputes.

Penelope's team has significant experience in complex matters before superior courts and tribunals across several jurisdictions, advising both principals and contractors in relation to the resolution of construction disputes (including in respect of structured negotiation, mediation, adjudication, contested superior court litigation and international arbitration). Some of the matters that lawyers in Penelope's team can expect to work on include:

- rapid adjudications for large ASX listed companies;
- multijurisdictional international construction arbitrations; and
- high-profile litigation matters for international and local clients.

Žemyna Kuliukas, Lawyer - Employment & Labour, Corrs Chambers Westgarth

STARTING YOUR COMMERCIAL LAW CAREER INTERSTATE

My name is Žem. I graduated from Curtin in 2019 and have been working at Corrs Chambers Westgarth in Melbourne since the beginning of 2020.

I was thrilled to be offered a deferred position at Corrs' Perth office following my clerkship in June 2018. After receiving the offer, I spent the last year of my degree in the UK as part of a university exchange program. When I was due to return to Australia, I wasn't quite ready for the adventure to end, so I looked into transferring my graduate degree interstate. Luckily, Corrs was really accommodating and, after attending an interview via video link, I was approved to join the Melbourne 2020 graduate cohort.

It has now been over a year since I started at the Corrs Melbourne office, and I still love it. While much of my experience has been confined to the four corners of my bedroom, due to COVID-19, I can still comment on the parts of the job I've liked best: the work, the people and the opportunities. One thing I love about Corrs is the interesting work we get involved in. The firm has previously represented Rebel Wilson in the largest defamation case in Australian legal history, and Professor Jenny Hocking on her successful High Court case to obtain access to the 'Palace Letters'. I can honestly

say I have been genuinely excited to get involved in these particular matters, and it feels great to be a part of something you really care about.

Secondly, the people! While Corrs is a big firm, you will undoubtedly find plenty of people that you get along with. With 19 fellow graduates in Melbourne – and many more nationally – you're sure to find peers you can have a yarn with. Another benefit to huge teams is always having plenty of support when you need it. With plenty of hands-on-deck, senior lawyers can often find time to catch up over coffee or provide detailed briefings for tasks. Having this one-on-one mentorship has really helped with my development. In addition, I still feel connected with my peers from Perth and other states, as we often work across the same matters and attend national training together.

Finally, the opportunities. There are so many exciting opportunities I've been able to get involved with, thanks to working at Corrs. The networks, independent structure, and client relationships available at Corrs have provided me with many avenues for my development. I have given a national presentation to colleagues, moderated a client event with hundreds of attendees, and had conversations with a leading QC about the prospects of our case (where he asked for my opinion!). In addition, there are so many international and client secondment opportunities, which Corrs is keen to get lawyers involved with. I have always wanted to work overseas, and I do not doubt that I will be able to do so with Corrs.

All in all, I love my life as a Corrs lawyer in Melbourne, and being part of a much bigger team nationally. If you have any questions or you're unsure about the final stages of your degree, feel free to get in touch with me at zemyna.kuliukas@corrs.com.au – I'm always up for a chat.

*Chris Burch, Lawyer - Commercial Litigation,
Corrs Chambers Westgarth*

LIFE IN LITIGATION

Litigation is variety

The first thing to know about life in litigation is that no two days are ever the same. Our work varies greatly depending on the cases we're working on, the courts we're practising in, the stages our matters are up to, and what we decide to get done each day. You'll go from writing an advice on a statutory corporation's exposure, then to judicial review, to preparing submissions to remove a restrictive covenant, proofing witnesses in a large accommodation contract dispute, to reviewing discovery about a mortgagor in default. And then you'll go for lunch.

That makes almost every day a fascinating and new challenge. One of the best parts of litigation is that it requires you to become a relative expert in niche areas of very different fields. You might be trying to understand how a gas turbine failed, the workings of a traffic management system in an open-cut mine, or the operation of parliamentary procedures going back to the 17th century. Litigation is for people who are curious and want to know how things work without making them work ourselves.

Litigation is for lawyers who love the law

The second thing to know is that litigation is for lawyers who love the law. Graduates and new lawyers can expect to spend a fair amount of their time researching cases, preparing memos on legal principles, and answering procedural questions such as — do we need a chamber summons for this discovery application? But you won't be doing that alone. Litigators work in teams, and you'll soon realise that you can ask your more experienced

colleagues for guidance as you go. You'll find that your recent experience looking into unconscionable conduct means a senior lawyer comes to you for your views when their new matter raises the same issue.

Litigation isn't just — or even primarily — about being in court

The third thing to know is that litigators spend a lot less time in courts than I thought when I was in law school. You'll undoubtedly get the chance to instruct at hearings, trials, arbitrations and mediations, just probably not every single week. Instead, most of our work is done to keep matters out of the courtroom. Clients, it turns out, are far keener to reach a reasonable settlement and put a dispute behind them than they are to fight out the principles to the bitter end.

A life in litigation, then, is an interesting and varied one, even if it's not quite like the TV shows.

Please ask any questions

If you have any questions, please send me an email at chris.burch@corrs.com.au. As well as being a commercial litigator at Corrs, I'm Chair of the Young Lawyers Committee of the Law Society of Western Australia, so I should be able to find someone who knows an answer to any queries you have.



Marcus Edwards, Law Graduate, Squire Patton Boggs

LIFE AS A GRADUATE AT SQUIRE PATTON BOGGS

Marcus Edwards is a law graduate at the global law firm Squire Patton Boggs. He shares his experiences and offers some practical guidance for other soon-to-be graduates.

Why Law?

I was previously undertaking a double major in finance and accounting, including some business law units. I realised that law was my passion. I went on to change my major and undertook an internship. Later, while still studying, I got a job as a paralegal at a specialist litigation firm. Being a paralegal allowed me to gain valuable practical experience over an extended period.

The Graduate Programme

I joined the Squire Patton Boggs graduate programme in February 2020, initially as a paralegal until I completed the final semester of my law degree. Studying and working full-time was challenging, but the firm understood my position, and I was always supported and encouraged by my colleagues.

Upon completing my degree in July 2020 and now officially a “Law Graduate”, I began work in the Litigation team. Right from the start, I was involved in some exciting and complex matters. I was fortunate enough to attend some of these hearings, which allowed me to gain first-hand



experience on how courts in different jurisdictions conduct their proceedings. Each matter had its complex legal issue/s and area of law – each day was different, and I was constantly learning. One day I would be researching an insurance law issue, and the next, I would be researching topics such as defamation and corporate governance.

After six months, the firm “rotates” its graduates, allowing them to experience a different aspect of the profession. I moved into the Corporate team. Coming from a background primarily focused on litigation, I knew I had to challenge myself and experience the “front-end” of the law. From day one, the Corporate team supported me and got me involved in complex and high-value Australian and international deals. As part of these transactions, I have been connecting with colleagues across the firm’s global platform and other international law firms.

I have also been seconded to a corporate client’s office for one day per week. This experience has given me a real insight into the “everyday” aspect of the law, where no one law subject is separate and distinct from the other. Still, it is more of an interrelation of different areas of the law required to answer a client’s queries. My learning experience since joining the Corporate team has been exponential.

Throughout the graduate program, I have realised what a great culture the firm has – one where you are encouraged to be yourself and feel welcomed and supported right from the outset. I am looking forward to my admission in June and starting my journey as an Associate with the firm. The firm also has a social events calendar we are encouraged to get involved with – this has been an excellent way to get to know people throughout the firm!

My Tips

The transition from law school to practising law can be tricky – law school allows you to build your

theoretical knowledge of the law, whereas working in a law firm is a lot more practical. However, embracing these challenges is what allows for the best experience. View your first few years in your career as a learning experience and do not be afraid to ask too many questions!

Interested? Get in Touch

If you would like to find out more about available graduate or paralegal opportunities, please contact HR coordinator Hannah Robins at hannah.robins@squirepb.com.





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- Contribute to our pro bono practice
- Work with cutting edge technology through our innovation projects
- Networking opportunities to meet people across the firm

Contacts



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Graduate Recruitment Consultant
T +61 2 9322 4983
Josephine.Tse@hsf.com

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PERTH	
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Applications for all 2021/22 programs open	Monday 28 June 2021
Applications for all 2021/22 programs close	Sunday 1 August 2021
Offers made	Friday 17 Sept 2021

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





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Where Can Your
Law Degree

TAKE YOU?

Rowan Kelly, Legal Practice Manager, Circle Green Community Legal

WORKING IN A COMMUNITY LEGAL CENTRE

I joined the community legal sector in 2017 after a number of years in private practice. Like many life-changing decisions, the reason for this change was complex and personal to me. Core to it though was the desire to give back to the community and to help vulnerable people. Sitting behind that was an SMS I had just received from a former pro-bono client thanking me for the value I had provided her and her newborn daughter, with a picture of that daughter.

To state the obvious, as lawyers we have a familiarity with the law and legal processes. Some of us also see the law as a powerful shield (protecting us from harm) and sword (righting wrongs).

Because of that familiarity, we can forget how complex and daunting the law can be for a layperson to understand, navigate and enforce. The sad reality is the most vulnerable of us are often the most exploited, who are often reluctant or unable to seek redress in relation to wrongs done to them.

Community legal centres (CLCs) play a vital role in helping people who are disadvantaged in accessing legal services, helping them understand and enforce their rights. CLCs also are voices for silent parts of the community advocating for change and improvements in the law.



One of the things you then realise working at a CLC is each person you help, no matter the outcome, is providing real value. I can talk about the major wins we have achieved for clients in recovering massive underpayments, in challenging serious discriminatory practices, in retaining accommodation, in combatting family and domestic violence, and in obtaining a new visa. However, the value CLCs provide is more than that. It is each single person we assist who gets a better understanding of their rights, it is helping people make informed choices, it is challenging laws and advocating for change, it is educating and informing.

Sadly, it is also seeing clients you want to do more for but cannot, clients you know who are being treated incredibly unfairly and who just want to move on, and clients who do not have a good legal claim even though they have been treated unfairly.

For those of you who are looking at a role in a CLC, I would encourage you to examine your values and compare them against those of the CLC, and to look at what is important to you in your career. For those of you who are looking at roles outside of a CLC, such as private practice, I would encourage you to look for opportunities to contribute on a pro bono basis. The work that the community legal sector does adds value to people's lives – it is a value which can be difficult to measure but is a value which is significant and meaningful.

The newborn baby whose mother I helped will shortly be starting pre-primary, and to know I made a positive difference to their lives still means so much to me.

Richard Dewar, Solicitor, Bailiwick Legal

AGRIBUSINESS AND RURAL LAW

Agribusiness and rural law governs legal issues regarding agricultural industries and is a unique practice of law, in that it differs from many other practice areas by being versatile, unpredictable and exciting. In a state where the vast majority of our land is rural land, agribusiness law plays a very important role in Western Australia.

Coming from a farming and agricultural background, I have been fortunate enough to practice an area of law that I enjoy, constantly learning new farming concepts whilst applying the background knowledge I have developed growing up to client's issues. In saying this, I believe working in agribusiness law is an area everyone will enjoy, even those without farming backgrounds, due to the variety of matters a practitioner will undertake, unlike some practitioners who are 'locked in' a single practice area. Additionally, agribusiness law allows you to meet great, all-round clients who are grateful for your legal assistance as well as travelling to rural areas to inspect a client's property.

Currently, I am working at Bailiwick Legal, a boutique law firm in West Perth where I work on multiple different matters in agribusiness law which involves employment law, succession, contracts, leases, and land access. The scope of legal work I undertake at Bailiwick Legal is quite broad, during a usual week I get to: draft legal advice and court documents for the matters I'm working on; attend court hearings, mediation and pre-trial conferences; correspond with clients and barristers; and manage client relations. I am

extremely lucky and grateful to work in a very collegiate environment in a practice area I am passionate about.

As agribusiness law encompasses a wide variety of backgrounds and clients (not all rural businesses are plain farms with only one form of operation), agribusiness law provides a unique working environment and experience for legal practitioners in the field. You may think an agribusiness lawyer may only deal with small-scale, individual farms and businesses. However, this is not the case, as the practice area allows you to also potentially represent large manufacturers, cooperative enterprises, national mining companies in addition to independent growers and producers. As a result of this, you will never deal with the same matter or legal issue all the time, which is why I love the field I am currently working in at Bailiwick Legal.

I believe the agribusiness legal practice area is very personable, as agribusiness lawyers tend to develop long-standing relationships with clients because most rural properties and businesses hold sentimental and long-historical value to the clients. For example, you may represent and provide advice to a lessor who is in a leasing dispute with a lessee operating a business on a family property that stretches back multiple generations. I believe all potential lawyers should open their mind to agribusiness and rural law when contemplating future career choices, especially those who have great interpersonal skills and are always eager to learn new and interesting legal concepts. If you are a 'big firm' type, quite a few big firms also offer agribusiness as a practice area. Ultimately, agribusiness law is a very rewarding and satisfying practice area to get involved in.



Pragma Lawyers

WORKING IN DEFAMATION LAW

Defamation law is one area that certainly can grab the headlines and the interest of the general public. The big cases involving Geoffrey Rush, Rebel Wilson and Christian Porter certainly have recently help keep defamation law at the forefront of the minds of the public. However, there is much more to defamation than just the headline-grabbing elements.

Defamation is an area of the law concerned with the protection of individual's rights, interests and reputation. As you are often told in law school, your reputation is everything. For this reason, it is not unexpected that people take significant steps to protect theirs when they form the view their reputation has been tarnished by others.

Working in defamation law requires a lawyer to have a particular mix of skills. Knowledge of the relevant law is taken to be a precondition. It is the more human skills lawyers in the area must have. Typically, clients can be highly emotive and will seek some form of restorative justice as a result. Lawyers must therefore be able to balance how they deal with clients, they must be considerate and understanding of what the person is going through but also must maintain their independence and professionalism.

Clients in defamation matters typically do not want to be involved in lengthy, complex and expensive legal proceedings. This makes the area interesting to work in as lawyers must be able to problem solve quickly while dealing with a highly emotive and complex factual matrix.



Patrick Norman, Law Graduate, Birchstone Tax Law

WORKING IN TAXATION LAW

Although tax law may not sound overly enticing to the average punter (or law student), my first six months as a Law Graduate at Birchstone Tax Law have been filled with complex work. Birchstone Tax Law is a boutique firm that specialises in tax and succession planning solutions for privately owned enterprises and high-net-worth individuals. Birchstone's bread and butter work include restructuring, share buy-backs, unit redemptions, duties, and small business CGT concessions. Birchstone also has an estate planning arm that works in conjunction with the rest of the firm.

Knowing early doors in my university studies that I wanted to practise tax law meant that I had a genuine eagerness to begin full-time work, which has made my experience at Birchstone very enjoyable so far. The work that I have enjoyed has been assisting with the tax advice on significant commercial transactions. This often involves advising on the capital gains tax, income tax, duties consequences of demergers, restructures and asset sales. This area of tax is fascinating because you are involved in facilitating complex commercial transactions by finding the most tax-effective solution. Other work that I have enjoyed includes applying for private rulings to the ATO and making submissions to RevenueWA.

If you do have an interest in tax law, or even if you are unsure, I would recommend taking the Principles of Australian Tax Law elective unit. This unit introduces most of the critical concepts of tax law and may spark your interest. Tax law is a highly



engaging area of law because it is constantly changing and evolving. It is relevant at a state, national and international level, and nobody wants to pay it! Just give it a try; who knows, right?

Concerning work experience in tax law, there are many options. The Curtin Tax Clinic offers volunteer opportunities to law students and is a wonderful place to get your first insight into the field of tax law. Other opportunities include the University Partnership Employment Program with the Australian Taxation Office, clerkships with private law firms, or internships with the big accounting houses. There are many opportunities within tax law, so it is a fantastic option should you wish to specialise in it!



“

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Emily Hill
Lawyer

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Pnina Levine, Curtin University

ACADEMIA

I started my academic career when I joined Curtin in 2014 as an academic staff member. Prior to this, I was a legal practitioner working in a private law firm where I was involved in the conduct of general commercial litigation, particularly in the areas of corporate law, trade practices and insolvency. During this time, I was fortunate to have also been given the opportunity to undertake secondments in both a government department and at a bank.

I think I may have become addicted to the fast-paced and high-pressured environment of legal practice and so when I went on parental leave after having my first child, I found myself at a loss. Therefore, when I saw an advertisement in the Law Society's Brief magazine for a sessional staff member to teach Company Law for Business at the Curtin Business School, I quickly responded with interest. I was given the job and I found it to be incredibly rewarding. I found that I loved distilling complex legal concepts into a readily understandable form and engaging with students so that they could get a deeper of understanding of the law and its practical application. This was the beginning of my academic career.

I stayed in practice for a few more years and made sure to do some sessional academic work each time I went on parental leave. It became very clear to me that I had a passion for teaching. I ultimately applied for a full-time position at Curtin Law School and have not looked back. During my time at Curtin Law School, I have co-ordinated and taught the Company Law for Business Unit (which is an extremely large unit that runs over many study periods and over several campuses); co-ordinated and taught the Trusts Law unit; co-ordinated the

Legal Internship unit; and taught in the Contract Law units.

Like any job, an academic one can be challenging and stressful and requires an active juggling of time between, among other things, preparation of classes and assessments, teaching, marking, consultations, school meetings, dealing with appeals and disciplinary matters...and the list goes on! There really is never a dull moment and that is just the teaching side of academia. I haven't yet touched on the research and engagement side!

As to research and engagement, there are expectations and commitments in this regard - I have learnt that the key is to research in an area that you are passionate about. I have published and presented papers in several areas including security of tenure for the aged, academic discipline and academic freedom with my current focus (and that of my PhD) being in these latter areas.

Having practised in both private and in-house legal roles and taught in law, I have been privileged to have experienced many different aspects of the legal profession. If you are passionate about teaching and delving into an area of law to gain and further knowledge in this area, then I think that there is nothing more rewarding than an academic career!



*Liem Vo, Corporate Tax and Tax Controversy,
PwC*

WORKING IN THE TAXATION PRACTICE AT PwC

I graduated from Curtin University with a double degree in Law and Commerce (majoring in Accounting) in 2018. During my time at university, I was unsure which area of Law I wanted to work in. While procrastinating during Constitutional Law exam studies, I came across a PwC online advertisement. At that time, I was unaware of what PwC had to offer for a Law graduate.

I applied by clicking on the online advertisement, completed the aptitude tests within 24 hours (while I should have been studying for the exam) and was ultimately offered an internship position with PwC in the Corporate Tax and Tax Controversy Disputes Resolution team. The internship allowed me to explore PwC's culture, workstreams, client base and growth opportunities.

At the end of the internship, I was offered a graduate position with PwC. In my graduate year, I was sent to various training sessions in Melbourne and was supported by PwC to complete my College of Law. I was then admitted as a Lawyer of the Supreme Court of Western Australia in July 2019. PwC is currently supporting my studies to become a Chartered Accountant.

I chose tax as it has allowed me to utilise both my

legal and commerce degrees, exposing me to legal tax consulting work, litigation and tax compliance. The legal work has included assisting corporate clients with their disputes with the Australian Taxation Office in the Administrative Appeals Tribunal and the Federal Court on various matters, including income tax, transfer pricing and research and development. This work has involved providing technical and strategic advice, briefing counsel and instructing expert witnesses. The consulting and compliance work consists of the preparation of structuring advice, due diligence for acquisitions, tax governance reviews, controls testing and the preparation of income tax returns.

PwC has supported me in being the tax representative for the Curtin Law Alumni Society. This role involves providing a platform to foster meaningful and educational relationships between students, alumni and the tax and legal profession. Beyond technical work, I have been involved in the PwC Federal Budget event and the Aussie Mines publication, allowing me to identify critical issues relevant to clients and the broader society.

My advice to current students and graduates is to apply for various internship positions in different practice areas. There are many different ways to use a Law degree, and they might not be the traditional paths that you would expect! A range of experiences will help students figure out what area of Law they would like to specialise in and at the same time develop professionally, including interpersonal and soft skills.



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Sam Coten, Associate, AAT

WORKING AT THE ADMINISTRATIVE APPEALS TRIBUNAL

The Administrative Appeals Tribunal (AAT) falls within the portfolio of the Commonwealth Attorney-General. The core function of the Tribunal is to conduct independent merits review of administrative decisions that are made under Commonwealth laws. Typical matters that come before the Tribunal concern decisions made concerning child support, disability support pensions, Commonwealth workers' compensation, decisions made under the Migration Act 1958 (Cth), veterans' entitlements, refusal of conferral of Australian citizenship and matters of taxation. While these are common types of matters before the AAT, its jurisdiction can be enlivened in relation to decisions made under more than 400 Commonwealth Acts and legislative instruments.

The broad range of legislation that gives rise to the jurisdiction of the Administrative Appeals Tribunal provides associates with legal experience in a variety of practice areas alongside Tribunal members with diverse backgrounds and expertise. Associates generally work alongside a member with the fundamental objective of supporting the member to discharge their statutory duty. Typically, an associate's day-to-day responsibilities may include file and records management, proofreading, liaison with parties and fulfilling the

role of the hearing attendant. Associates are also frequently called upon to conduct legal research and prepare legal research memoranda to support members to make appropriate decisions at all stages of a matter's progression.

In the General Division of the Tribunal, a common type of matter we deal with concerns the refusal to revoke the mandatory cancellation of an applicant's visa. These matters tend to follow a strict programming timeline. We must ensure that a decision is handed down within 84 days after the day on which the person was notified of the decision under review. It's these fast-paced matters that exemplify the importance of an effective member-associate relationship.

If you are interested in administrative law or are considering a career in our jurisdiction, the AAT's National Mooting Competition is an excellent way of exploring what we do. Facilitated by the AAT, each round of the competition focuses on a different practise area that falls within the Tribunal's jurisdiction. It also provides beneficial insight into the differences in practice and procedure at the AAT compared to a court.



Jordan Aitken, Policy Officer, Department of Foreign Affairs and Trade

JOINING THE DFAT GRAD PROGRAM

At the start of my final year of law school (in 2016) I was no surer about where I would be working the following year than I was in my first Legal Theory seminar some six years prior. I had just completed a summer clerkship at a commercial law firm and was starting as a paralegal at another the following week. While I enjoyed aspects of my brief foray into the commercial legal world (and I was definitely preparing to scramble for a prized position in one of their graduate programs), I knew my heart wasn't really there.

During my final years at university I had developed a keen interest in foreign policy and international law – I'd been on my university's Jessup Moot team the previous year and was embarking upon an honours thesis on international space law. However, I was aware that the options to find work in this area were slim!

I had heard about the graduate program at the Department of Foreign Affairs and Trade (DFAT) through friends of friends and was vaguely aware of its potential opportunities. However, Canberra seemed a long way from Perth and, at that time, there was limited information about the federal government graduate programs around my university.

I decided to apply for the DFAT graduate program and was fortunate enough to be selected to commence in 2017. Although at the time I was apprehensive about moving to Canberra to start my career, joining DFAT as a graduate has proved

to be an incredibly fulfilling experience that has delivered a wide range of opportunities I could never have even imagined. The two-year program offers graduates four six-month rotations across different areas of the department. After completing the graduate program, you are placed in a policy area of your preference (this can be in the legal division, if you are eager to put your law degree to practice), which is most often followed by a two or three year posting at one of Australia's embassies, High Commissions or consulates overseas.

Since joining DFAT, I've had a wide range of work experience across a broad cross-section of policy areas. I've worked on the government's North Korea policy, helped to develop legal architecture that underpins the Coral Sea Cable project (a foreign aid initiative with Papua New Guinea and Solomon Islands), advised on a range of international legal issues including outer space, cyber space and arms exports, and most recently completed a secondment as an adviser to one of the department's portfolio ministers. I'm currently learning mandarin ahead of a posting at our consulate in Shanghai, which will start next year.

So for those of you interested in working on interesting foreign policy, international security, trade and investment or international development issues, or even if you are simply interested in joining the public service (work-life balance is great, trust me!), you should definitely consider applying for the graduate program at DFAT (or any of the other federal government departments, for that matter). You certainly won't regret it – and despite the bad wrap it gets at times, life in Canberra is great (although I'll confess, its winters are a little too cold for us West Australians).

Good luck with the rest of your study and for your first steps into the post-law school working world. I know it can be a stressful time, but there really are so many great opportunities out there (the government is just one of them!). If you've got any questions about DFAT, the graduate program, life in Canberra or anything else, feel free to shoot me a message on LinkedIn (<https://www.linkedin.com/in/jordan-aitken-1a421894/>).

*Stephanie Renshaw, Senior
Consultant, KPMG*

WORKING AS A CONSULTANT AT KPMG

What is your role at KPMG?

I work as a Senior Consultant within the taxation team. As our team is pretty huge (about 80 people in Perth alone), we all specialise in a different area. I deal with most of the specialty taxes including things like fringe benefits tax, GST, payroll tax, superannuation, fuel tax credits, and environmental taxes. As you can see, this is pretty broad and definitely keeps me on my toes!

What kind of work have you undertaken at KPMG?

Honestly, every day is different. The work you do at KPMG varies between what team, clients, and sector you are working with. Being in Western Australia, we work a lot with mining and natural resource companies, but I've also had a chance to work with not-for-profit organisations, government entities, insurance companies, and probably everything else you can think of!

Projects that I typically get assigned include preparation of advice for clients on complex tax topics, due diligence procedures for an acquirer or acquiree, preparation or review of tax returns, and meeting with clients to discuss their latest tax-related issue.

Why did you choose KPMG?

More than anything, it was the opportunity to be exposed to so many different pieces of work. I feel like I never stop learning at KPMG, particularly



because we are required to be the expert in so many different fields. I enjoy that I'm always having to test the limits of my abilities and take on new challenges.

What do you enjoy most about working at KPMG?

In standard Big Four fashion, I will give the stereotypical answer and say that it is definitely the people! Everyone you work with is exceptionally bright, and we all come from different backgrounds. I have had teammates develop software to entirely automate preparation of an income tax return. I have friends assisting with mergers and acquisitions of major ASX listed companies. I have a Partner in charge who wrote his thesis on ants. The fun never stops in this place.

What social opportunities are there at KPMG?

Big Four firms are definitely renowned for their social scene! Things are obviously a little different at the moment with COVID-19 restrictions, however, before the pandemic, there was always an event. Whether it is Friday night drinks with the team, or the annual firmwide Christmas party, you're bound to make lots of friends.

Is it possible to go on secondment internationally?

Absolutely! Honestly, within KPMG, you are almost the odd one out if you haven't been on secondment. I currently have friends in the UK, Canada, and Mexico. I have had other teammates visit Brazil, Switzerland, Japan, and Korea in the past. Secondments generally range from six months to two years in length, but I have seen some extended even longer. I definitely have a keen interest in spending some time in the São Paulo office in Brazil, where my partner is from!

We also have the opportunity to partner with Jawun, who offers shorter-term secondments to remote Australian communities. These

secondments generally last about six weeks, with the aim to support Indigenous leaders, organisations, and communities in achieving their development goals.

What advice would you give to students hoping to apply to KPMG?

Cheesy, but just be yourself. KPMG is a pretty humble place at heart, and we just want to see vacationers and graduates that have a great attitude. My practical advice for the group project in the interview is to make sure you speak up and have your voice heard, but don't try to control the whole group. A simple way to contribute when lots of people are fighting for attention is to be the timekeeper (it works every time!).



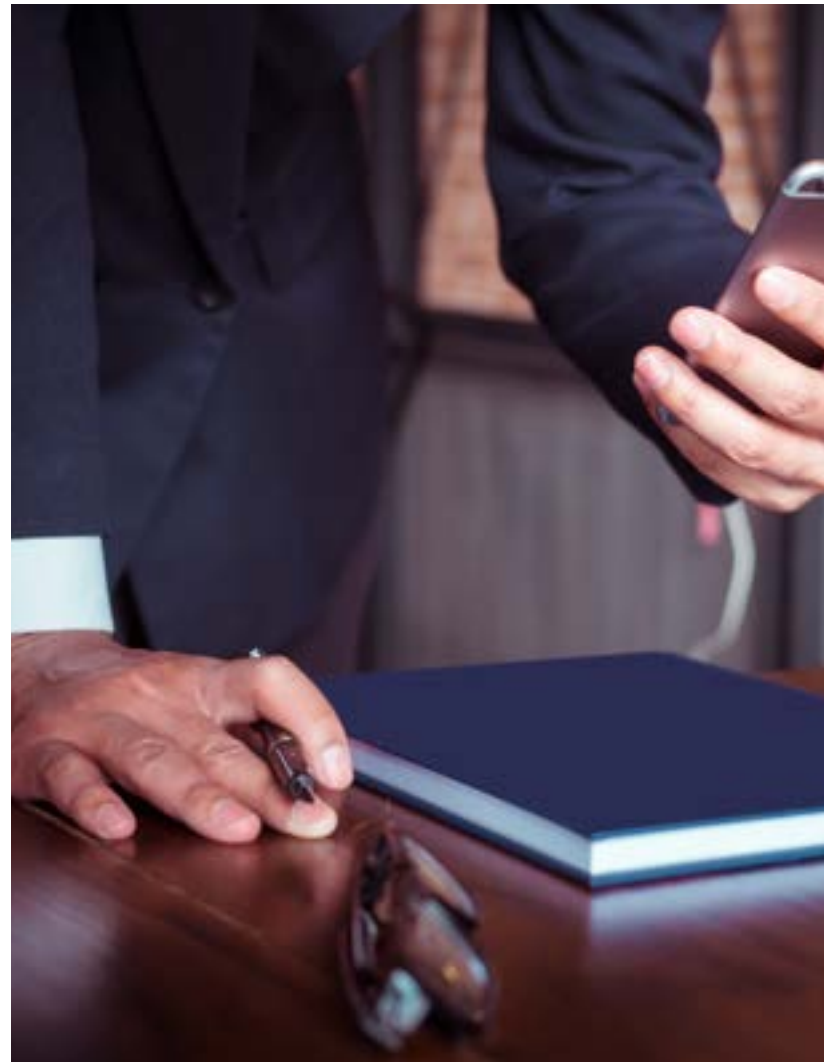
Chloe D'Souza

WORKING IN SPECIALIST INDIGENOUS AFFAIRS AT BHP

I had the privilege of graduating in the first cohort of Curtin's LLB Program. I commenced law school at Curtin University in 2013 and graduated in 2016, studying through the trimester structure. I was admitted to the Supreme Court of WA in 2017 whilst working in commercial law.

In 2019, I decided to go back to Curtin and complete the Honours program. My decision was driven by an interest in pursuing postgraduate study overseas in human rights. Honours is a crucial tertiary qualification to be considered for admission to top universities worldwide. I wrote my thesis for Honours on self-determination for Indigenous Australians, focussing on the Uluru Statement of the Heart and the proposed Voice to Parliament. Writing a legal thesis about a socio-political topic was challenging; however, I received nothing but support and encouragement from Curtin Law School.

I now work in the Indigenous Engagement team at BHP, where I advise the business on Native Title and Indigenous affairs. Indigenous people are critical partners and stakeholders in BHP's operations in Australia and around the world. To have an opportunity to work directly in this space and help the business contribute to the long-term economic empowerment of Indigenous people has been enriching. BHP has supported me to diversify



my skillset and take on challenging projects and secondments. I have worked in the heritage team and work closely with lawyers, engineers, environmental specialists, mine planners, and geologists.

It's important to me that I continue to learn how to advocate across many platforms for the rights of Indigenous people. In 2020, I won a John Monash Scholarship and shortly after, I was admitted to Harvard Law School to complete the Master of Law Program (LLM). I will be completing the LLM focusing on constitutional law, social justice, and international human rights advocacy. The LLM will provide valuable skills and knowledge that I can bring home and use to influence law and policy reform in the space of Indigenous affairs.

Mary Katergaris and Thamasi Perera, Boston Consulting Group

A CAREER IN CONSULTING

"Consulting is the most improbable business on earth"- Bruce Henderson, Founder of BCG

A degree in law doesn't necessarily have to restrict you to a role in the law industry. You may not be aware, but your degree is a ticket to broader professional services roles - including management consulting.

What exactly is consulting though, you may ask. As management consultants, we are doctors for businesses. It is common for businesses to have problems that require external expertise and resources to resolve, and this is where you come in.

There are three key reasons as to why consultants are utilised by businesses:

I) **To keep up with a changing world:**

Businesses and marketplaces are constantly evolving and even large, established companies can find themselves facing problems that they don't have the knowledge or resources to address.

II) **To look beyond everyday operational tasks:**

Most individuals within companies are hired to do Business As Usual (BAU) tasks.

A Consulting team can examine strategic, forward-looking questions without disrupting business operations.

III) **To challenge inertia:**

Even when businesses are aware that they need to make changes, actually implementing change can be very difficult.

Can graduates really assist executives of the world's leading business, though?

The answer is yes! It's the combination of experienced industry hires and senior staff, along with the fresh minds and different perspectives brought by the young consulting staff that enable us to solve clients' problems so effectively.

What Can A Role In Consulting Offer You?

- A world of opportunities: With a myriad of mobility opportunities, secondments, passion projects and a variety of social and cultural events at your fingertips, you'll get the chance to take on dynamic opportunities inside and outside of case work;
- An opportunity to innovate and change: As a trusted advisor to the world's most influential businesses, governments, and non-profits, we have a legacy of developing game-changing ideas;
- Investment in development and training: At BCG, we'll arm you to take on any challenge you choose, inside or outside the firm, by providing you with the support, unsurpassed training and opportunities enable you to become a leader responsible for real and lasting impact; and
- Bespoke mentoring: We embed mentorship and apprenticeship throughout your time at BCG. You will have a support system of career development advisors, the guidance of project leaders, and partnership with your colleagues and teammates at every turn.

At BCG, we unlock the potential of those who advance the world. As a BCG Associate, you'll work alongside our client's on projects that reshape leading businesses, government and society. You'll collaborate on challenging projects with team members from many disciplines and backgrounds, increasing your understanding of complex business problems from diverse perspectives and developing new skills and experiences to help you at every stage of your career—at BCG and beyond. Interested in taking the leap into a new career path? We hire pre-penultimate, penultimate, and final year students for Associate (Graduate) roles every year. Visit our website to find out more: <https://careers.bcg.com/australia-and-new-zealand>

Jennifer Porter

WORKING IN CRIMINAL LAW

As a law student it is difficult to know which direction to take your legal career at the outset: whether to practice and, if so, in what area. The good news is that, whatever the direction you decide to take, it does not lock-in the direction of your entire career. Careers are long and your priorities will change and evolve throughout. You should remember that when you are first starting out in your legal career you will need to decide to do something, and even if the something that you decide to do turns out to be something you don't want to do anymore, at least you can move forward with that knowledge, try taking your career in a different direction and be assured that you are at least a little closer to being in the place that is the right fit for you. So, in short, even wrong decisions about the direction to take your career are not wasted decisions because this is the only way that you find out the things you like and the things you don't like. Think about it this way, some people happen to choose exactly the right career direction for themselves at the outset, but then after a little while they start to wonder if they should have chosen a different path – if a different path might be better – and then it might take trying out a different path to figure out that the original path you were on was actually the right one.

Also remember that decisions about what to do in your career are necessarily limited by the opportunities that are available to you at a given point in time. That is, not all options will always be available to you and you will not always be able to choose the path that you think will fit you best. This can be a good thing, because often the things

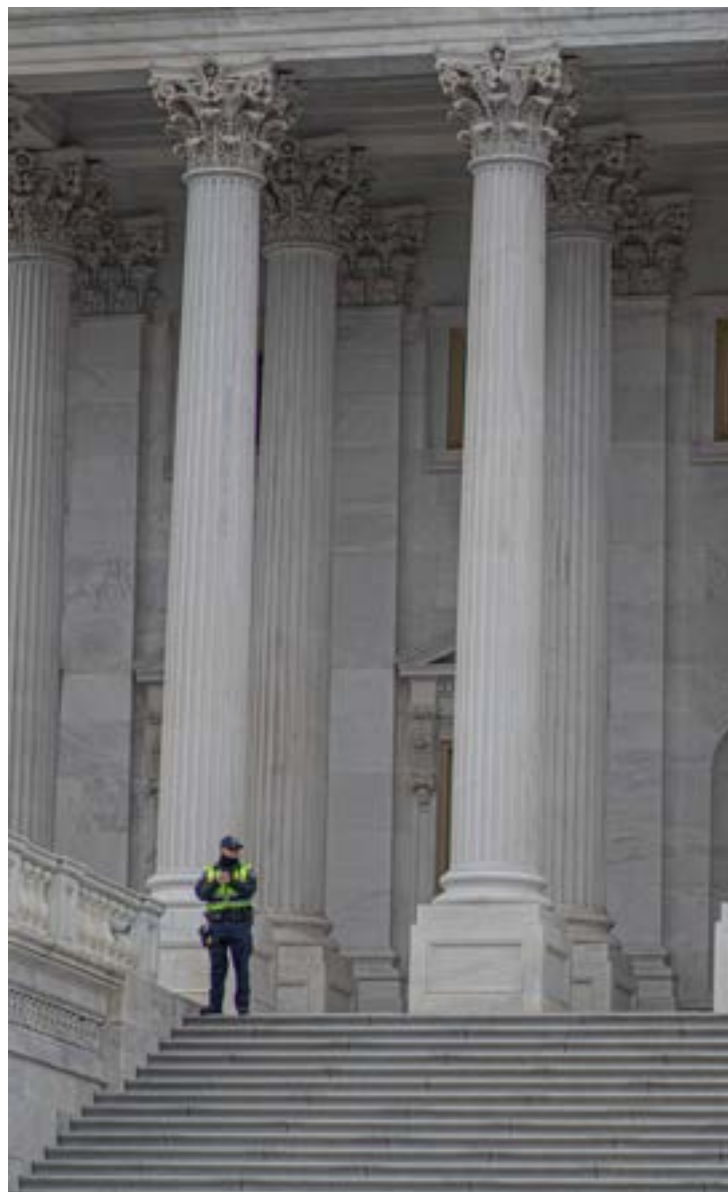


that you thought wouldn't work for you, actually do work for you, and the things that you thought would work for you, don't so much. My advice is to be open to opportunities that arise. Career progression is as much about figuring out what works for you as much as it is about climbing the ladder.

For me, when an opportunity to do a vacation clerkship at The Office of the Director of Public Prosecutions for Western Australia came my way, I took it. And then I took the opportunity to do another vacation clerkship and this was followed by a part time role in the Confiscations Division of the DPP's office (the civil division of that office) and from there, arose an opportunity to work for 18 months as personal Research Assistant to the Director. I took each opportunity as it presented, even if it was not exactly the path that I had envisaged for myself, each position revealed more to me about what I wanted to do, and I ended up exactly where I wanted to be. I ended up completing an articulated clerkship at the DPP's office, was admitted to practice in 2007 and completed my year of restricted practice before becoming a State Prosecutor. At the time when I decided to take the position as Research Assistant to the Director, I was worried that my admission to practice would be 'delayed' 18 months relative to my peers. However, by the time I was admitted I honestly felt that the experience that I gained over the course of the 18 months in the Research Assistant position actually gave me a head start when it came time to start practicing as a lawyer.

As for the work in the criminal law in this State and in particular, regarding my own experience as a State Prosecutor, this work is challenging intellectually and emotionally. If you work in the criminal law in Western Australia, whether at the DPP or another government agency or private firm, you will work in effect as a solicitor and as a barrister and you will have significant opportunity to appear on your feet in court. Whether as a

prosecutor or as defence counsel, every decision and every communication that is made needs to be carefully considered against important ethical considerations that exist concerning the broader public interest, fairness to the accused and depending on which side of the bar table you are appearing from, the duty to the court and the duty to the client. The practice of the criminal law can be dramatic because it involves working at the coal-face of the law; right up against the line where the law arbitrates between the individual citizen and the State on behalf of all citizens. For these reasons I love the subject matter that is the criminal law and public law more broadly and, for my part, I found the exercise of oral advocacy on my feet in the court room to be a very fulfilling way to practice in the law.





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YOUR PATH TO A CAREER WITH US

DLA Piper is a global business law firm based in the Americas, EMEA and Asia Pacific. We help clients succeed through innovative and pragmatic legal solutions.

Leading businesses across the world trust us with their most complex

matters, and rely on our seamless cross-border prowess and sector knowledge. Wherever you are, and whatever your challenge, we speak your language.

In everything we do connected with our People, our Clients and

our Communities, we live by four values: Be Supportive, Be Bold, Be Collaborative and Be Exceptional.

Clerkship Programme

During your Clerkship, you'll experience what life is really like at DLA Piper. What's more, you'll also be considered for a place on our International Graduate Programme.

Throughout your programme, you will do more than just shadow our lawyers. You will be given real responsibilities. Whether you're attending a court hearing, contributing to a client meeting or expanding your professional network at social events, you'll have plenty of opportunity to discover your potential.

Visit our website www.dlapipergraduates.com to find out more about our clerkships across our Australian offices.

International Graduate Programme

During your graduate programme, you will experience a number of rotations throughout our eight different practice groups, giving you the opportunity to develop your knowledge and skills.

By the end of the programme, you'll emerge with a clearer understanding of where your talents and interests lie. The experience you'll have gained, as well as the networks built will provide a strong foundation for your future career at DLA Piper.

International Induction

At DLA Piper, we know that the connections you make within our international network will stay with you for the rest of your career. At the start of your graduate programme, you will participate in an International Graduate Induction, which brings together our graduates from the International Firm to take part in a fun and experiential learning programme.

The International Graduate Induction takes place in London, and is an inspirational and memorable week filled with business leaders, engaging team building activities and the networking opportunity of a lifetime.

We're committed to giving our graduates an industry leading start to their careers.

“ You will have an opportunity to engage in dynamic work across a range of sectors



INTERNATIONAL
INDUCTION



PLACEMENT
ROTATIONS



LEARNING &
DEVELOPMENT



SOCIALISING &
NETWORKING



QUALIFICATION

COURTS



Renee Correya and Xavier Hazard

ASSOCIATESHIPS

Hi, fellow Curtin Law School students/alumni! Xavier and I have been given the opportunity to tell you a bit about what it's like being a Judge's Associate.

What is an associateship?

We'll start by emphasising that an associateship is a unique pathway into the legal profession. A judge's associate is employed as part of the chambers staff of a particular judge. Their role is essentially to act as the judge's personal aide, assisting with all in and out of court-related activities and concerns.

In the Supreme Court of Western Australia, associateships are offered by judges at both the General Division and Court of Appeal (appellate) level. Generally, each judge hires two associates to conduct the work of his or her chambers. The 'Research Associate' typically handles more of the legal research and proofreading tasks, while the 'Associate' focuses more on administrative duties such as matter management and party correspondence. Often, however, the associate duties are shared fluidly between the two associates, providing the opportunity for each to engage in a variety of stimulating work.

What does the work involve?

As mentioned, judge's associates perform various tasks for their judge, including legal research, proofreading judgments, communicating with parties on behalf of the judge's chambers and administrative duties such as matter and file management. In court hearings, judge's associates play a very important role in preparing and organising paperwork and managing evidence. In criminal trials, they are also given the responsibility

of empanelling juries and taking verdicts of the guilt or innocence of the accused. Not to mention, associates have the opportunity to perform all this work for other judges in the court, where a fill-in is needed, and the associate has the requisite capacity.

This large variety of work provides for a very active and diversified job that presents new and different challenges daily. The position is an invaluable opportunity to gain a deep insight into the court processes and work closely with the most senior members of the legal profession (such a privilege!).

Renee's personal experience

I am currently working as the Research Associate to the Honourable Justice Kenneth Martin at the Supreme Court of Western Australia. Justice K Martin focuses predominantly on civil matters, specialising in contract, defamation and arbitration disputes.

I have personally loved the opportunity to learn and gain exposure to various areas of law that I might not have otherwise considered as a career path. The chance to listen to real-life court advocacy, gain exposure to party pleadings and proofread judgments has provided me with an in-depth knowledge of civil litigation and procedure. In addition to building my theoretical knowledge, the highly practical nature of the role has enabled me to develop critical soft skills such as time management, problem-solving and forward-thinking, all of which will undoubtedly be useful for future roles within the legal profession. I am also lucky enough to work with a great group of fellow associates with whom I have formed great relationships. I could not recommend this job enough, and I would encourage all Curtin students to apply if interested!

Why would you want to work as an associate?

Renee said it all. Go back and reread her section again; it's that thorough. Ok, you're back. Xav here.

Hi. Being an associate is truly my dream job (in law). If you're interested in finally understanding how criminal and civil procedure works, I could not recommend it more. If you're less of a nerd, firstly, I don't believe you, and, secondly, it's also great if you resonate with any of the following sub-headings.

a. You don't know what sort of law you want to do

So, you did your whole degree, but you're not exactly 100% certain what's next. Welcome to the club; no ID required. I get that. Associateships might be for you. You're going to get a rich overview of heaps of different areas of law. Sometimes you're just going to be in court, sitting and listening to very important people argue about very important things (guilt, innocence, speeding fines) in front of a very important person (your judge), and in front of that very important person will be you. You'll learn some things about the little old law, for sure.

As the Chief Justice reminded us when we first started, it's extremely rare in any industry to have the opportunity to start your career working with the best in the game - I'm paraphrasing, but that's what associateships offer.

(That's not to say you can't be a super driven, direction-ful person with an associateship. Some of my colleagues have it all figured out, and I deeply respect them for that.)

b. You need a break/some space/some new perspectives

I recently spoke to one of the judges, who is a personal hero of mine, and she said an associateship gives you more than just a fantastic vantage point of the profession; it also gives you space from law school. Big love and respect to law school (one of my favourite places!), but your career is yours - and having the opportunity to step away from pressures and prescribed paths to see the law in action and learn from people who have



lived that action for (maybe) longer than you've been alive – well, that's a life-changing experience, colleagues.

The opportunities you get to bounce your thoughts off the walls of very intelligent minds are infinite in this workplace. I frequently have (very respectful) arguments with my judge about my future in the law (and the arts; love you, the arts). These chats are life-changing, and I am fortunate to have a wildly intelligent, experienced and caring mentor. I'm not crying; you are. I frequently have similar chats with other judges and, importantly, other associates. Great times all round.

c. You crave an impeccable work environment

Reasonable hours. Folks, I cannot emphasise this enough: full-time work is a lot. Working as an associate gives you the (unfortunately) rare opportunity to work normal hours at the start of your career. Never have I ever stayed later than 6 pm (actually, no, I once went home at 9pm because our jury came back with a verdict at 7:30pm, but that was wildly unusual, and Judge gave me a lift to my car) and I've never arrived earlier than 7:30am. My usual work hours are a crisp 8:15am to 5:30pm, with an hour for lunch and general frivolity.

The Court is a highly social and supportive work environment. As I am, if you're motivated by people, this is a very important factor in choosing where you work and, trust me, associates are genuinely enjoyable people. Want a list as proof? Have one:

- Over 20 of my bestie-colleagues came to see my FRINGE show (follow every other theatre company on Insta, Facebook and LinkedIn). We also go out to see and support other people's out-of-work endeavours on the regular.
- On the day Nicki Minaj re-released Beam Me Up Scotty, no less than six colleagues personally asked how I was coping. The support was needed and appreciated. It was a big day!

- We have a cake roster, and every Friday, people bring in cake, and we eat it. How good.
- We went on a wine tour, and it was lovely, and that's all you get to know about that.
- We're off on an Associates on Tour trip down south in the next few weeks, and I'm going because my colleagues aren't just my colleagues; they're my friends.

So you think you wanna be an associate?

Do it. Recruitment for associates usually occurs the year before you start, between February and April. You apply for each available judge separately. Some judges recruit on a more ad hoc basis, so keep an eye out on the Supreme Court website (or CSLS socials).

The recruitment process

The written component of the application requires the classic cover letter, CV and academic transcript combo. If you do an excellent job with that (see "A tip or two" below for a tip or two), you have a good chance of being offered an interview with a judge (potentially feat. their existing associates).

If you get to the interview stage, you're being tested on one thing – you. This job requires a lot of one-on-one work, and, frankly, the judges and associates just want to work with someone they like. So, be that person. Be interested. And be aware that each judge is very different. The interviews can range from a very casual chat about movies and dogs to a more serious interview-question-style situation.

A tip or two

1. *Be legit.* Have a genuine reason for wanting to work with each judge you apply for. This can be developed from thinking about why you want to be a judge's associate in general, then matching those thoughts to the specific judge (see point 2). Generic applications will do you no favours; be thorough, be specific. At the same time, be authentic; don't say you're interested in a particular paragraph in a

particular judgment in a particular case unless you actually are (because the judges themselves probably won't be!).

2. *Do your research.* Don't apply for a criminal judge, and then talk about how obsessed you are with corporate law and how you absolutely cannot wait to spend hours emailing parties on their CMC list. Sounds silly, but it's happened, folks. Also, do your research into the role the associate plays in their division of the Court (the work in the general division is quite different to the Court of Appeal; follow (a) and (c) below to learn more).

How do you find out more about judges and what they do? Try:

- A sneaky LexisNexis/WestLaw search of each judge. This will give you a good idea of their practice area. Reading their judgments may give you a flavour of their process, passions and pet peeves when it comes to the law.
- The "Welcome to the Court" transcript for when the judge was first appointed. You can find most of these in a simple Google search. The transcript will give you an insight into their career, and their interests and attitude towards the law.
- Chat to previous associates. See point four below.

3. *Proofread your applications.* And then ask someone else to do it for you, too. A lot of your job will be proofreading, so your application is a hurdle to demonstrate your aptitude – don't stumble, bestie.

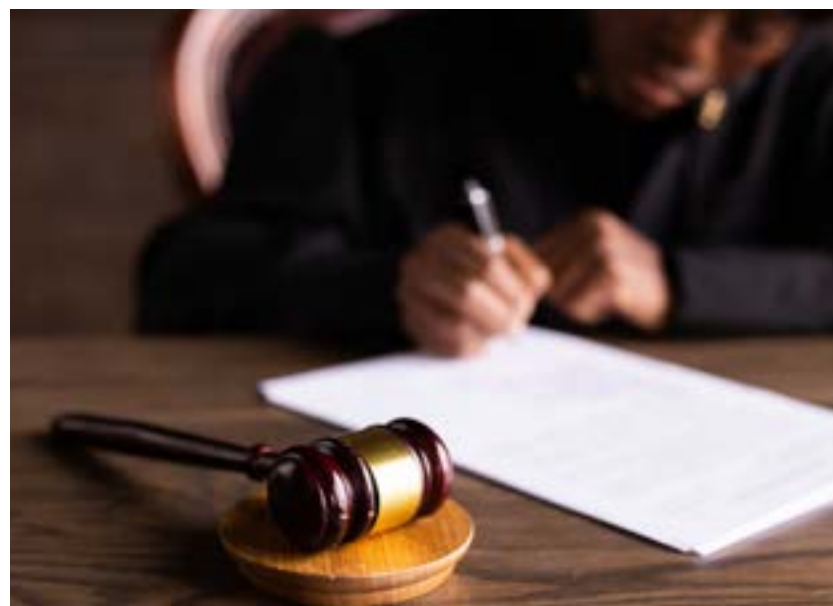
4. *Reach out to your networks.* I promise I dislike networking more than you but think of making friends. We all love a coffee (ok, I'm actually detoxing, but still). Ask people you know if they would kindly share their cover letter with you or if they would kindly read yours. If you know anyone

who has been an associate in the past, ask them if they would kindly answer a few questions. If you don't know anyone, chat to the lovely people at CSLS, and they will absolutely be able to link you up with someone. This is also your official permission to message me (Xavier Hazard) on LinkedIn if you want. I was super lucky to have some lovely friends who told me what was good when I was applying, and I'm always happy to be that person for you.

5. *Be human.* Be interesting. Be interested. Everyone tried their best at uni and did some volunteering and did a lot of study. What else? What are you passionate about? Judges want to hear about your favourite movies, your pets; they want to recruit you for the Supreme Court band or watch your FRINGE show (@every_other_). Don't be afraid to be a person beyond the constraints of IRAC and unit outlines and marking rubrics. Be you.

6. *Associates have power.* I'm not only saying this to brag; associates often play a large role in the decision-making process before, during and after interviews. This is especially so if an associate is staying on for the following year; they're going to be the person you work most closely with, so you better vibe!

That's all, folks. Back yourself, be yourself. And reach out to either of us if you have any questions!



Matthew Pudovskis

PATHWAY TO THE BAR AND LIFE WORKING AS A BARRISTER

I became a barrister in April 2019 when I joined Francis Burt Chambers in Perth. At that time, I had been admitted to practice for 13 years, having spent about two and a half years at a commercial firm and then 12 years at the State Solicitor's Office.

Joining the Bar was simple – I simply needed to obtain two references from my Chambers (Francis Burt) and apply. There was also a joining fee. As a former State government lawyer, I also had to obtain a practicing certificate.

Since joining the Bar, I've been privileged to do a wide variety of work for many different clients. My work has included: representing mining companies in the Mining Warden's Court; representing native title claimants concerning the progression of their native title claims in the Federal Court of Australia; advising a variety of clients in relation to contentious environmental issues; representing companies and individuals with regard to commercial disputes in the Magistrate's Court of Western Australia; providing advice to Aboriginal corporations in relation to a variety of matters; and involvement in town planning, migration, and liquor licensing matters. Some of my work has been pro bono.

The great advantage of being at the Bar is the ability to take on various matters and act



completely independently. Though working independently is a duty of barristers, it is also a blessing because it enables you to form and act on your view without pressure from the instructing solicitor or client. Being a barrister also gives you the flexibility to manage your time in your way.

For students and junior lawyers contemplating becoming a barrister, I recommend trying to get various work in as many areas as possible, especially court and commercial work. Before joining the Bar, you should also inquire about pupillage, usually for lawyers with up to 7 years' experience. Pupillage puts the barrister into a dedicated "cell" of more senior barristers who provide work. Outside of pupillage, barristers are expected to find their work, which depends mainly on the scope and quality of work done and connections made before joining the Bar.

Therefore, prospective barristers who cannot be pupils should carefully consider the type of work they propose to do at the Bar to ensure they will have a good workflow, at least in the initial months and years.

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A place where people love to come to work. We offer our people the opportunity to experience challenging work for high quality clients while enjoying the benefits of a unique culture where we are uncompromising in the protection of our values.



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HopgoodGanim enjoys a reputation as a firm where people love to come to work.

We nurture a working culture that acknowledges there is life outside the law. We also offer our people challenging and interesting work with a national and international client base and the chance to learn from industry-leading practitioners who are experts in their fields.

We offer four vacation clerkship programs starting in October, February, April and June. Over the course of the 6 week program, our vacation clerks will spend time with one practice group (based entirely on their preferences) and will undertake real legal work as well as attend client meetings and court appearances. Vacation clerkships are well suited to those law students in their fourth or penultimate year of university.

Our two year graduate program includes a structured professional development framework to provide our graduates with the right mix of technical training, personal development and commercial acumen.

The application process

To apply for a role as a vacation clerk with HopgoodGanim, please submit a covering letter, your CV including contact details for three referees and your full academic transcript via our website.

/ Important dates

Vacation Clerkships for 2021/2022

28 June – Applications open

1 August – Applications close

17 September – Offers made (9am AWST)

17 September – Offers must be accepted or declined (1pm AWST)

Law Graduates for roles commencing February 2022

23 July – Offers made (9am AWST)

23 July – Offers made must be accepted or declined (5pm AWST)

Given the number of law students who work at the firm prior to graduation, we typically fill all of our law graduate roles from this group of applicants and do not make any offers outside those who have held a past role with the firm.



Enhancing Your Student
EXPERIENCE

Leigh Smith, Lecturer, Curtin Law School

UNPAID WORK: SOME CONSIDERATIONS*

**The content of this article is for general information purposes only. If you require assistance with a workplace matter, you should seek legal advice.*

Imagine that you are a final-year student enrolled in a Bachelor of Laws degree and you enrol in an internship unit. You are placed in a host organisation over the course of a trimester, where you are supervised by a legal practitioner. While in the workplace, you undertake legal research and create legal resources that will be used by the organisation after you leave. As a unit requirement, you are assessed (via a research report and self-reflection exercises) and are formally evaluated by your supervisor. You must attend a minimum of 10 days at the host organisation, but your placement cannot exceed 20 days. You successfully complete the internship unit and receive course credit. You can also apply for your hours on the internship to be credited towards some of the Practical Legal Training work experience hours you will be required to undertake in order to apply for admission to practice.

Your friend is also a final-year Bachelor of Laws student. Since late last year, they have undertaken work experience at a law firm. The work is unpaid. Initially, they worked one day per week, but now it is three. They do a variety of work in their role. Usually, it is a combination of administration and reception work. However, they are also required to conduct legal research and draft up legal documentation (which is reviewed by a legal practitioner). Clients of the firm are billed for some of this work.

Another friend is a penultimate-year Bachelor of Laws student. Since March, they have undertaken work experience at a community legal centre. The work is unpaid. Initially, they received training at a two-day intensive orientation program, but now they attend one day per week. On that day, they usually answer telephone calls from members of the community and provide legal information and guidance, under the supervision of a solicitor. Occasionally, they prepare law reform submissions and undertake legal research. Clients of the community legal centre receive pro-bono assistance.

Unpaid Work

Each of the above scenarios involve unpaid work (1). Unpaid work is reasonably prevalent in Australia; a 2016 report on unpaid work experience ('UWE') (excluding volunteering)(2) found that:

More than half (58%) of respondents aged 18-29 and just over a quarter of respondents (26%) aged 30-64 had participated in at least one episode of UWE in the last five years. Overall, a third of Australians (34%) aged 18-64 reported at least one episode of UWE in the last five years (3).

Unpaid work can provide an opportunity to learn and network and can, potentially, lead to subsequent paid work. However, there can also be significant legal complexity around unpaid work. Some unpaid work will be readily recognised as lawful. Other unpaid work can be more complicated, including where it is of extended duration (4).

The Question of Employment

Usually at the heart of the inquiry is the question of whether the person engaged in the unpaid work is an employee, that is, whether there is a contract of employment (5). To determine the existence of a contract, it is necessary to have regard to basic contract law principles (whether a contract is one of employment or otherwise is a separate and subsequent question) (6). Intention can be a particular challenge for the unpaid worker seeking

to establish the existence of a contract to overcome (7); for example, in the recent decision of *Mark Pitt; Sharon Campione v The Scout Association of Australia Queensland Branch*, Commissioner Simpson of the Fair Work Commission held that Mr Pitt and Miss Campione could not claim unfair dismissal because the Scout Association had engaged them as volunteers, not employees (8). Finding a lack of intention was crucial to Commissioner Simpson's decision (9).

Where a person engaged in unpaid work is held to be an employee, they will be entitled to the relevant employment entitlements and subject to the associated employment obligations (10).

Vocational Placements

A vocational placement is defined in the *Fair Work Act 2009* (Cth) ('FW Act') as follows:

vocational placement means a placement that is:

- (a) undertaken with an employer for which a person is not entitled to be paid any remuneration;
- (b) undertaken as a requirement of an education or training course; and
- (c) authorised under a law or an administrative arrangement of the Commonwealth, a State or a Territory (11).

Provided that the above criteria are met, a person on a vocational placement will be excluded from the statutory definitions of employee in the *FW Act* (12), and the placement can lawfully be unpaid (13). If the criteria are not met, it will be necessary to consider whether an employment contract is in existence (14).

Undertaking Unpaid Work

If you are currently undertaking (or looking to undertake) unpaid work, you may want to ask yourself some questions about whether the unpaid work is lawful. Useful starting points are the Fair Work Ombudsman's *Student Placements* (15) and *Work Experience & Internships* fact sheets (16). The

latter, in particular, highlights a range of factors that will be considered in a determination about whether unpaid work possesses the characteristics of employment (for example, the terms of the agreement, the nature of the work, the extent to which the unpaid worker will benefit from the work, the duration of the arrangement, etc.).

Further Information

Within the present article, it has not been possible to do more than to highlight some of the legal complexities around unpaid work. For those who would like to know more, the sources cited in this article will provide you with a good foundation. Further information and advice can be sought from qualified legal practitioners.

References:

- (1) For an overview of some of the core terminology relevant to unpaid work see: Andrew Stewart, Damian Oliver, Paula McDonald and Anne Hewitt, 'The Nature and Prevalence of Unlawful Unpaid Work Experience in Australia' (2018) 31(2) *Australian Journal of Labour Law* 157, 159-164.
- (2) Damian Oliver, Paula McDonald, Andrew Stewart and Anne Hewitt, *Unpaid Work Experience in Australia: Prevalence, Nature and Impact* (Final Report, December 2016) 21 <<https://www.ag.gov.au/industrial-relations/publications/unpaid-work-experience-australia-report-december-2016>>.
- (3) *Ibid* 5.
- (4) Fair Work Ombudsman, 'Work Experience & Internships', *Australian Government* (Web Page, 14 June 2021) <<https://www.fairwork.gov.au/pay/unpaid-work/work-experience-and-internships>>.
- (5) Stewart et al. (n 1) 164; Fair Work Ombudsman (n 4).
- (6) *Teen Ranch Pty Ltd v Brown* (1995) 87 IR 308, 310 (Handley JA).
- (7) See, eg, Andrew Stewart, *Stewart's Guide to Employment Law* (Federation Press, 6th ed, 2018) 98-101 [5.13]-[5.15].
- (8) *Mark Pitt; Sharon Campione v The Scout Association of Australia Queensland Branch* [2021] FWC 63.
- (9) *Ibid* [41] (Simpson C).
- (10) See, eg, Fair Work Ombudsman (n 4); *Fair Work Act 2009* (Cth) ss 61 and 293 ('FW Act').
- (11) *FW Act* s 12.
- (12) *Ibid* ss 13, 15(1)(b), 30C(1)(a), and 30M (1)(a).
- (13) Further information on vocational placements (including a description of what each criterion will require and illustrative examples) can be found on the Fair Work Ombudsman website: Fair Work Ombudsman, 'Student Placements', *Australian Government* (Web Page, 14 June 2021) <<https://www.fairwork.gov.au/tools-and-resources/fact-sheets/unpaid-work/student-placements>>.
- (14) *Ibid*.
- (15) Fair Work Ombudsman (n 13).
- (16) Fair Work Ombudsman (n 4).

April Ooi

VOLUNTEERING AT CIRCLE GREEN COMMUNITY LEGAL

Circle Green Community Legal (Circle Green) is a community legal centre that specialises in employment law, tenancy law, migration law and family law. Circle Green's vision is to make justice available for everyone. However, due to limited resources, Circle Green only helps the most vulnerable clients. The exception to this is the tenancy team, who will provide advice to non-vulnerable tenants if they pay a \$40 fee.

The main service that the tenancy and employment law team provide is one-off telephone advice. In contrast, the migration team may sometimes offer face-to-face appointments depending on the nature of the issue and how vulnerable the client is.

Circle Green also engages in community education, writing submissions and providing referrals.

Circle Green was formed through a merger between three pre-existing community legal centres: The Employment Law Centre WA (ELC), The Humanitarian Group and Tenancy WA. I was already a volunteer at ELC so I continued volunteering at Circle Green when it began operating on 1 October 2020.

Volunteers can either be placed on the intake line or in an admin role. Those working on the intake line are likely to spend most of their time answering incoming phone calls and calling clients who request employment law or tenancy assistance through our website. Calls can likely go up to about 30 minutes. Volunteers are required to ask the clients for their contact details and then for a summary of the issue that the client is seeking advice on. In the admin role, volunteers will sit out the front and handle migration and family law related walk ins, telephone and email enquiries. The admin role also requires the volunteer to scan, print and upload documents for client files and solicitor's meetings.

I have experienced both roles and have found that they are both really fun. I like being on the intake line because my passion is in employment law so I really like hearing about the problems clients are facing at work and drawing on my knowledge to ask clients questions to probe for information that may help their case (which is very similar to a client interview). I like working in admin because the full-time administration officer is really nice and supportive and will always provide feedback on your work and give funny workplace banter.

I highly recommend volunteering at Circle Green because it helps you gain practical skills and is a great opportunity to make heaps of mates. Circle Green also typically hires internally so if you get enough experience there then there are sometimes opportunities to be engaged in paid employment law paralegal/tenant advocate/data entry roles.

If you want to get involved with volunteering at Circle Green be sure to send your resume, cover letter and academic transcript to enquiries@circlegreen.org.au and if you decide to volunteer on a Tuesday then I'll be really excited because I'll get to meet you!

Adriana Gough

VOLUNTEERING AT CITIZENS ADVICE BUREAU

Citizens Advice Bureau (CAB) are an independent, not-for-profit organisation, providing Western Australians with helpful resources, information and services so they can make independent and informed decisions. Established in 1963 as an extension of a British counterpart, there are now 10 CAB offices operating across WA. CAB provides a wide range of services, including a low-cost legal service and mediation service, free Tax Help from July to October, a Justice of the Peace service, as well as assistance drafting a wide range of legal documents such as Wills, Enduring Power of Attorney and Guardianship, and Probate applications.

The team at CAB consists of a combination of staff and volunteers. Volunteers at CAB can help out in a variety of roles, whether in the main office in Perth or another branch in WA. Most volunteers will start out assisting in the Information and Referral service, whether at the reception or on the phone lines. The Information and Referral service involves answering client queries about a range of legal or non-legal matters, as well as scheduling solicitor appointments for a range of legal matters, including Family, Wills and Estates, minor criminal matters, and more!

I started at CAB in June 2020 on reception. I was extremely nervous when I started as it was my first legal volunteering role, but the team at the Perth office were amazing! I learnt so much in my first

few weeks at CAB and being trained on reception was made so much easier thanks to the other volunteers and staff that were more than willing to answer any questions I had. I was then asked to start answering the phone lines, which is a lot more focused around providing information and appropriate referrals to clients on a range of matters. It was fulfilling to be able to help clients on the phone and assist them in obtaining assistance. The team atmosphere and morale is very high, and everybody is willing to help. Answering the phone lines helped refine my communication skills, and provided me with other skills that I continue to use today.

I have also undertaken Paralegal work at CAB since January 2021. This involves drafting various client documents, conducting research on a range of matters, and completing ad hoc administrative duties where appropriate. So far, I have drafted client Wills and Letters of Administration and have researched various areas of law for client matters.

Volunteering at CAB has been very rewarding, and it's very fulfilling to see clients receive assistance. Volunteering, in general, has many benefits. Namely, it helps you gain confidence, particularly in a client focused role like at CAB. Volunteering can also make a difference in the community and has a real and positive effect on people. It is a great way to gain experience in the legal field as it provides a glimpse of the work you may be doing in the future. If you are interested in volunteering at CAB, just fill out an expression of interest form here: <https://www.cabwa.com.au/become-a-volunteer>. Volunteering at CAB is a very worthwhile opportunity and I cannot recommend it enough!





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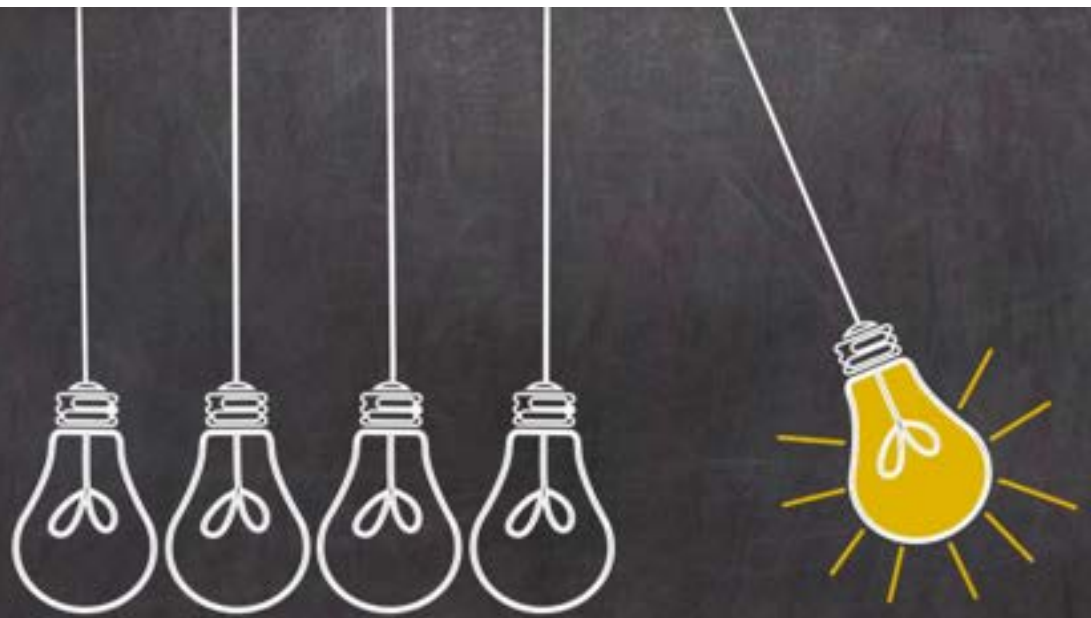
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Swati Gupta is a first year associate having graduated from Murdoch University in 2019 and joining Squire Patton Boggs as a graduate

in 2020. Here she shares her experiences working in a global law firm in extraordinary times, and some key tips for other soon to be graduates.

The Graduate Programme

Right from day one, when I joined the firm, I have been involved in a diverse range work and feel that my contribution has been truly valued. I have drafted advice on complex legal issues, worked on pro-bono matters and assisted with preparing various publications and thought leadership pieces. These opportunities have helped build my commercial awareness and given me a solid foundation for a career as a lawyer.

The Firm

Our Perth office has approximately 50 lawyers which offers the best of both worlds, in that it is a "global boutique" law firm. I am exposed to large, cross-border transactions and regularly work with colleagues from all around the world. However, the team size means that I've been entrusted with a larger share of work and responsibility, and I have had the opportunity to work one-on-one with industry-leading partners and senior lawyers.

As crazy as it may sound, the COVID-19 pandemic highlighted what a great culture the firm has. Shortly after the outbreak of the virus, we quickly transitioned to a remote working plan, where the majority of our staff worked from home. While this required some adjustment, with incredible support from everybody at the firm, from our office managing partner to my fellow graduates, our transition to working from home was almost seamless. Initiatives such as virtual Friday night drinks, virtual cooking-classes and virtual quiz-nights mean that although we were in separate locations, we are never really alone!

My Tips

The learning curve from being a law student to a graduate at a global law firm can be daunting. To help bridge that gap, immerse yourself in the law as much as you can throughout university. Whether you volunteer at a community legal centre, join a social committee or clerk at a firm, you will learn something from every opportunity, which will help you become a competent and well-rounded lawyer in the long-term.

Lastly, and as cliché as it is, don't be afraid to let your personality show! Being a good lawyer doesn't mean that you have to fit a certain mould. Rather, it is difficult to do well when you're pretending to be someone that you're not. Good luck!

Interested? Get in Touch

If you would like to find out more about available graduate opportunities, please contact HR coordinator Hannah Robins at hannah.robins@squirepb.com.

Sara Dofash

VOLUNTEERING AT CCLSWA

As I'm sure, many of you also felt the uncertainty caused by COVID-19 early last year. Online learning and staying at home felt unnatural and, frankly, demotivating. Because of that, I was thrilled to attend the face-to-face Perth Law Careers Fair in July last year, where I finally felt like I could re-connect with the world and legal profession. It was there, in the little corner of community legal centres, where I met the Consumer Credit Legal Service WA (CCLSWA).

CCLSWA is a community legal centre that provides free legal advice to consumers on credit, banking and finance-related issues. It operates mainly through a telephone advice line where people needing help can speak to one of the volunteers. My role as a volunteer included assessing whether the caller's matter was something we could help with and, if so, taking them through our intake process. After the call, we would research their matter, draft some legal advice and deliver it back to the client after being checked by a supervising solicitor. We aimed to provide advice within 24-48 hours after their call.

My daily routine involved heading into the office, starting up my computer and getting started on the to-do list for the day. In addition to operating the telephone advice line, we also undertook ad hoc tasks such as researching a matter, looking into a law reform, updating loose-leaf files, and making phone calls.

The nature of this role allowed volunteers to experience interactions with clients fully. We were

able to hear the clients' stories from when they first approached CCLSWA to the end when we delivered our advice.

Volunteering at CCLSWA has enriched my journey as a law student. I was able to gain insight into what work in the legal profession looks like and understand some issues that affect our community. As the role involved a lot of interaction with clients, solicitors, and colleagues, it was a great way to enhance my people skills and learn how to deal with different personalities. This also allowed me to meet new people and grow my network which, given the pandemic, has been all the more valuable.

If you are a law student considering volunteering at a community legal centre, let this be a sign to do it!



CSLS Competitions Portfolio

COMPETING IN CSLS COMPETITIONS

Every year the CSLS runs a variety of competitions for Curtin law students to allow for a safe, yet engaging, way for students to build on their skills. These competitions include moots, negotiations, case notes and client interviews. All comps are run at a junior and senior level to allow for students at all stages of their degree to participate.

The benefits of taking part in these competitions are unparalleled as they allow you to develop your advocacy and writing skills. Gaining these competencies during your legal studies can prove to be a huge advantage when entering the workforce.

TYPES OF COMPETITIONS:

Moot: A moot simulates a court hearing whereby participants are required to analyse the problem given, research the relevant law and provide oral submissions to a panel of judges. This competition is challenging but very rewarding as it forces competitors to present an exceptionally high level of oral advocacy skills which is relevant to all fields of law.

Client Interview: Being able to interview clients is an important skill required by many legal practitioners. The client interview competition requires competitors to analyse information given to them on the spot, and ask probing questions to retrieve the relevant information they require to address the client's concerns.



Negotiation: The negotiation competition involves two teams, each comprising of two competitors, negotiating with each other to secure the best outcome for their clients. The scenarios consist of fairly complex disputes between the parties, with both teams often required to make concessions to advance their position.

Case Note: A case note is a short piece of written work summarising a case, generally on a novel area of law, which is marked by a judge who will provide written feedback on your piece. This competition is a great alternative to oral advocacy competitions and provides competitors with the opportunity to hone their critical analysis and written skills.

Witness Exam: A witness exam is a simulated civil or criminal trial. Participants will be immersed in a courtroom scenario that starts with opening statements, then the examination of witnesses, to the closing addresses. Witness exams involve thinking on the spot, which is conducive of oral advocacy skills.

WHY GET INVOLVED?

Each of the competitions simulates a skill utilised by lawyers in practice. By getting involved in CSLS competitions and developing these skills in a safe and fun environment, you put yourself at an advantage once you enter the workforce, as you will already possess much of the knowledge and experience required for these important tasks. Moreover, some law units have a practical component which incorporate the different types of competitions, so entering or spectating competitions can help your grades too!

Competitions are also sponsored and judged by law firms. If you advance to a Grand Final, you will typically compete at their office and engage in valuable networking opportunities. Additionally, excelling in the Grand Finals at the law firms will open up opportunities to compete in national

competitions run by ALSA. This year, after the Grand Final of a CSLS competition, the winning team was reached out to by the law firm offering them support for an ALSA competition. This gave them the chance to be guided by professionals in the field before competing against top tier competition around the country.

Participating in competitions also adds value to your resume, especially if you are applying to the firm that sponsored that competition! Further, competitions provide evidence that you possess the tangible skills needed for practice, and that you're willing to put yourself out there and try something new!



Harley Gardiner

COMPETING IN A NATIONAL COMPETITION

In 2020 I had the opportunity to compete in the CSLS Clayton Utz Open Negotiation, Curtin Law School's annual internal Negotiation Competition. After partaking in a preliminary round and being successful in the Grand Final, we were invited to compete at the Australian Law Students Association (ALSA) Conference in the Leo Cussen National Negotiation Competition. We competed against the top teams from 25 different law schools across the country.

I have always been fond of competing in negotiations; while all competitions assist in developing practical legal skills, negotiations build confidence, encourage development in your interpersonal and communication skills and have you in the headspace of 'thinking like a lawyer' from the outset. I also believe out of all of the competitions, negotiations require minor preparation and, therefore, can easily be slotted into a busy schedule; they are a game of strategy (you will need to know your facts well, however!) There is also something gratifying about coming out of a negotiation knowing you have obtained the best possible outcome for your (albeit fictional) client. Negotiations also greatly reflect legal practice as generally less than 2 per cent of civil disputes raised in WA each proceed to trial and are instead settled through negotiated agreements.

While the ALSA Conference is usually an in-person affair, the CSLS will fly you across the country to

compete if you qualify. In 2020, like many aspects of the legal profession, the competition was shifted to an online format. The competition consisted of three preliminary negotiation rounds over three days; three different clients, three different sets of facts, and three different opponents in 72 hours. The competition was a daunting task, however, it made for an action-packed and rewarding weekend whereby we managed to finish in the top 10!

Competing at ALSA taught me so much, including new tactics and strategies to use in my negotiations. However, the competition was also a great networking opportunity; the judges sourced from some of Australia's top law firms, but I met so many other law students who will one day be my future colleagues in the profession! Further, when competing at an in-person ALSA competition, you'll be treated to fun activities, dinner parties and cocktail nights all organised by ALSA's social team – giving you an even more excellent opportunity to expand your national network!

For these reasons, I would strongly encourage everyone to participate in a national competition if they have the opportunity to do so. However, I also encourage you to get involved in the CSLS's internal competitions! With the Grand Finals of these competitions held at firms, they are an excellent opportunity to get a foot in the door with your future employers and allow them to see your skill first hand. Not to mention, they are an awful lot of fun!



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*Source: Chambers and Partners 2020

**Source: 2020 Acritas Global Elite Law Firm Brand Index

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Victoria Bandurski, Law Graduate, Clayton Utz

WORKING AS A PARALEGAL

The role of a paralegal tends to vary across firms; however, in most firms, a paralegal's primary function is to assist lawyers by conducting legal research, reviewing documents for discovery, preparing chronologies, and proofreading documents. Although you may only be assisting lawyers as a paralegal, you are provided with an insight into what it is like to be a lawyer.

By being a paralegal, you become immersed in a professional legal environment whereby you develop several skills you will use throughout your legal career. Some of these skills include the ability to efficiently analyse a problem, learn how to communicate effectively within a professional environment, improve your attention to detail, and learn to work well under time restraints.

Working as a paralegal is also a great way to network with others within the legal profession. Firms often host several social events that allow you to develop your networking skills while also learning more about the firm's people, journeys, and experiences.

Being a paralegal provides you with the opportunity to see what areas of law may interest you. You may discover that an area of law you initially thought would be interesting turns out to be quite different in practice. Alternatively, you may gain exposure and interest in a completely new area of law. Furthermore, having experience working as a paralegal may help you decide which elective units to choose in your degree or what area of law to pursue in the future.



Apart from all the skills gained from working as a paralegal, it is also a highly valued position by prospective employers when seeking further employment opportunities. Although the market is quite competitive, there are several ways to discover paralegal opportunities. From experience, the best place to check is by using the job search function on LinkedIn, as there are often a few paralegal positions listed there. The CSLS also circulates paralegal opportunities from firms that have reached out and are looking for law students with varying experience levels. Alternatively, a great way to secure a paralegal position is by emailing the HR person of a law firm. You express your interest and attach a copy of your resume and academic transcript. For those of you who have been fortunate enough to secure a clerkship, keep an eye out for paralegal opportunities that may become available due to your clerkship placement.

Overall, working as a paralegal is a great way to be exposed to the legal profession whilst still studying. It is an invaluable learning experience that is highly recommended to all.

Meika Atkins

RESEARCH ASSISTANT

I started working as a Research Assistant (RA) for a law Professor at Curtin in my second year of law school. At first, I was assigned only small, preliminary tasks; I drafted case summaries, poured through case citations, wrote literature reviews, and provided research on discrete issues of law. I soon realised that research work was something I thoroughly enjoyed, and a pathway I wanted to explore more as I ventured further in my legal career.

Since that time, I have worked on numerous projects and conducted research across a wide array of legal areas, including tort law, property law, consumer law, international law and legal education. As an RA, I've been required to draft case notes, edit a textbook, assist with survey collection and analysis, write journal articles, and co-author a book chapter. And after four years, I can honestly say that working as an RA has been one of the most rewarding experiences of my legal career so far.

What does a Research position look like?

In my experience, most advertised University research assistant work tends to be project-based, meaning you are employed to work on a particular project until that project is complete. Alternatively, you might be employed to assist a specific academic on an ongoing basis. The type of work you do as an RA depends largely on who you are assisting and the kind of project you are on. Some academics ask me to conduct literature reviews; some want me to help co-author a publication; others ask me to provide preliminary advice on research viability. At its core, your role is to assist, and the way you do that largely depends on

the needs of your team and/or reporting academic.

What skills should a Research Assistant have?

The type of work you are required to do will determine the kind of skills that will most benefit you as an RA. If you start as an entry-level RA as I did, then the work you start off doing will likely be foundational, requiring you to: read and analyse large quantities of data (cases, journal articles, survey results, statistics etc.), draft summaries, and provide conclusions. For this kind of work, good reading comprehension and analytical skills are a must.

As you progress, you will want to develop your written communication, referencing and critical analysis skills. More demanding roles will test your ability to blend legal concepts from different legal areas. I usually work across multiple projects with competing deadlines, so task management is one of my biggest challenges as an RA. Also, you might be working on a project that is only one of a (several) dozen priorities on that academic's to-do list. When this is the case, good problem-solving skills and an ability to take initiative and work autonomously are often highly appreciated.

The Bottom Line

I love being an RA—it's enjoyable, rewarding, and provides a level of flexibility and variety that I've yet to find in any other job. Working as an RA isn't just an opportunity to get exposure to a wide variety of legal matters; it's also an excellent opportunity to work and learn alongside some highly experienced and proficient legal professionals. At the same time, RA work can be challenging; it can be taxing to balance so many competing demands, and it requires a significant level of discipline to achieve a consistent work-life balance in a role with so much autonomy and flexibility. However, many (if not all) of these challenges can be overcome, and can greatly benefit you in your career development if you can learn to conquer them early.

Eliza Murphy, Editor-in-Chief, Western Australian Student Law Review

WASLR: PUBLISH YOUR WORK OR BECOME AN EDITOR

The Western Australian Student Law Review (WASLR) is a student-run academic journal, providing an outlet for Western Australian law students to publish their work. The WASLR accepts submissions from students of any of Western Australia's five law schools and is a generalist publication that accepts submissions on any issue of law. You can get involved with the WASLR either by publishing an article with us or by becoming an editor.

Publish Your Work with the WASLR

The WASLR will soon be accepting submissions for Volume 6 of our journal. Publishing with the WASLR is an excellent opportunity to showcase your work to potential employers and to be listed as an author on an academic publication early in your legal career. Publications look great on your resumé or on your LinkedIn profile and also provide you with an insight into what a potential career in academia might look like. Publishing with the WASLR also provides you the opportunity to learn collaboratively with other law students in a supportive and encouraging environment. Authors engaged with the WASLR have consistently provided positive feedback on their experience of the editing process, particularly with regard to the level of feedback provided by WASLR editors. I highly recommend submitting an article to the WASLR for consideration.

Become an Editor

Working as an editor of a law review journal looks great on your resumé and can really set you apart from other applicants in a competitive job market. Editing student articles also significantly improves your writing and grammar skills, critical thinking abilities and eye for detail—all of these skills are all looked upon favourably by employers. Working as an editor of the WASLR also gives you exposure to areas of law that you may otherwise not have had the opportunity to explore while in law school, given that we are a generalist publication. The role also provides you with an ability to liaise with student authors and build your professional network.

The WASLR accepts applications from prospective editors every year. We generally advertise vacancies to the student law societies of the five law schools and require a resumé, cover letter and academic transcript. I would encourage you to keep an eye out for any openings on your universities law society socials. As a former Senior Editor, I can personally attest to the rewarding experience of editing WASLR publications and the doors that this opportunity has opened for me.

Get in Touch

Full instructions for making a submission to the WASLR are available on our website: <https://www.wastudentlawreview.com/>.

You can also check out our Facebook page, @wastudentlawreview, for updates on editor vacancies and calls for submissions.

Watch this space for Volume 5 of the Western Australian Student Law Review, coming June 2021!

Rustu Buyukcakar

STANFORD INTERNATIONAL HONORS PROGRAM

The Stanford International Honors Program is a program involving universities from all over the world. The program gives select students the opportunity to attend and complete units over an eight-week period at Stanford University. Students can choose from 170 different units as well as participate in a number of different extracurricular activities.

The program allows students to select from many different units, which made the decision on which units to take particularly difficult. I initially contemplated studying Philosophy units, but I ended up choosing to study Psychology instead. I settled on Personality Psychology, Social Psychology and Working Smarter, which is a unit related to study techniques. Each of these units were taught by graduate students currently pursuing their PhD at Stanford. The teaching quality was fantastic, all of my teachers were supportive, enthusiastic and incredibly intelligent. This made the learning experience remarkably smooth, which I did not expect, as this was my first time studying a different discipline from Law. I think my highlight of the whole program was from Social Psychology, as we discussed how studies from the discipline were able to identify the reasons as to why different countries dealt with the coronavirus better than others.

Each of my units had 2 classes per week which

were 2 hours in length. These classes were a combination of lecture and tutorial as we would be presented with content whilst also being simultaneously asked to answer problem questions or provide our opinions. Given the program was online and there were students from all over the world, there was never going to be a time that suited everybody. My classes were at 1:30am, 3:00am and 7:30am. I was able to attend the 7:30am classes live. The teachers of the other two units were incredibly accommodative and understanding and allowed me to watch the recordings of these lectures. There were a couple of assessments for each unit throughout the eight weeks and there was a final exam for my Psychology units and a presentation for Working Smarter.

I can confidently say the Stanford IHP was one of the highlights of my time at Curtin. The academic staff were incredible, and they made the learning experience amazing. I had the opportunity to study units that I would normally not have had the chance to study. Some students find online study, especially exchanges, to not be valuable. However, I absolutely loved being able to continue my normal life at home whilst also receiving an education from an institution in a completely different country. If you are interested at all in the program, I would thoroughly recommend for you to keep an eye out for the dates for the application period for the next intake (usually in January or February). Alternatively, get in touch with the Faculty of Business and Law team or CBSChat on FaceBook for information about the program. Also, feel free to get in touch with myself or any others that have completed the program, as we are all more than happy to discuss the amazing experience that we have all had with the Stanford International Honors Program.



Sebastian Boccardo

HONOURS AT CURTIN UNIVERSITY

Studying a Bachelor of Laws (Honours) is a terrific opportunity to take your understanding of law to the next level. The Curtin Law Honours program is an additional year of study offered to high-achieving students at the completion of their LLB. The program is taught across two semesters and involves both coursework and advanced legal research components. During the first semester, you complete coursework aimed at providing you with the legal research and writing skills necessary to undertake advanced legal research under the guidance of a supervisor. The second semester is when you turn theory into practice by writing a 12,000-15,000-word dissertation on a topic of legal significance and personal interest. Classes take place in the evening at the city campus which allows the option to study while working.

I undertook the Honours program in 2020 – a decision made before the onset of the COVID-19 pandemic. Despite the pandemic's impact on the program, the flexibility, support and professionalism of both the teaching staff and my supervisor were instrumental in helping me produce a dissertation I am proud of. The topic of my dissertation was prosecuting environmental harms before the International Criminal Court, centring around the destruction of the Brazilian Amazon under President Jair Bolsonaro. The process of undertaking a legal research project of a scale foreign to LLB was challenging and at many times, overwhelming. However, as I discovered,

moments of anguish and frustration are part and parcel of the research process and are ultimately what make completing a dissertation so rewarding.

One of the biggest challenges I encountered was settling on a research topic that was both personally interesting and sufficiently original. Having a strong topic that satisfies both these requirements is fundamental to a successful dissertation. It is important that you take the time early on – even perhaps prior to commencing the Honours program – to think long and hard about what you would like to write about. Ask yourself: Am I passionate about this topic? Does the topic offer something new to legal academia? Is the topic feasible considering resource and time constraints? The more passionate you are about your topic, the more likely you are to remain motivated when you reach creative roadblocks in the research and writing process.

Overall, the Curtin Law Honours program was an invaluable experience which I would recommend to any student who is serious about their legal studies. I not only came away with advanced research and writing skills but also an improved ability to manage time and produce high quality work under pressure. The sense of fulfilment that comes with completing a major academic project on which you have devoted so much time and effort is hard to replicate. Of course, an Honours degree is also a great addition to your CV that helps set you apart from other law graduates. Further, studying Honours offers a pathway to a career in academia or postgraduate study such as a Masters of Law (LLM) or Doctor of Philosophy (PhD). I am currently in the process of turning my dissertation into an article for publication and hope to someday undertake further study overseas. With an Honours degree, the opportunities are endless.

**THE TRADITIONAL LAW
FIRM MODEL IS TIRED
THIS IS ITS WAKE UP CALL**

WE'RE NOT YOUR TYPICAL LAW FIRM

As Australia's largest and fastest growing legal partnership, we are proud to offer our staff unrivalled career development opportunities and provide them with a chance to work with Australia's most highly regarded commercial organisations, as well as Commonwealth Government and State Government Departments and Agencies.

Our differentiators include the following factors:

- A lower ratio of Solicitors to Partners than any other major Australian law firm ensures that our team members interact with clients much earlier in their legal careers. Our Solicitors also benefit from having greater access to Partners, which accelerates their professional development;
- Our transparent career development framework ensures that all team members are aware of the firm's expectations at each level, and what is required to advance to the next career stage;
- We pride ourselves on promoting and rewarding talent based solely on merit, which allows all team members to reach their potential; and
- We are committed to providing an environment that supports and encourages all team members to progress. Our focus is on removing any barriers that may restrict any of our team members from developing their careers with us. Our clients are as diverse as we are, and our lawyers' varied backgrounds and skill sets support us in providing our clients with innovative and tailored legal solutions.

JOIN OUR NATIONAL TEAM

HWL Ebsworth has over 1,400 staff with more than 259 Partners across our 9 offices, operating in the following areas of law:

- Banking and Finance
- Commercial
- Construction and Infrastructure
- Health
- Insolvency
- Insurance
- Litigation
- Planning, Environment and Government
- Property
- Transport
- Workplace Relations and Safety

OUR CLERKSHIP AND GRADUATE PROGRAMS

HWL Ebsworth's Perth office will be looking to secure candidates for our 2022 and 2023 Law Graduate programs.

We are recruiting final year or recently graduated students who are looking to secure a 2022 Law Graduate position. In addition, we are recruiting for our 2023 Law Graduate program through our new Clerkship program. We are looking to secure penultimate year students for our Clerkship program to join us in Summer 2021 or Winter 2022 in anticipation of securing a 2023 Law Graduate position.

Within our Clerkship and Graduate programs, you will gain a genuine insight into our firm, Practice Groups and culture. The programs are designed to present you with hands-on experience and training to develop your legal skills and knowledge whilst providing feedback, support and the chance to network with a range of practitioners throughout the firm. You will be exposed to a broad range of work within your designated Practice Groups and the programs have been designed to enable us to get to know you on both a personal and professional level.

WHAT WE CAN OFFER YOU



Rotations offered in a variety of practice areas



Assigned Partner and mentor to guide you



Support with your admission to practice requirements



Exposure to hands on work including drafting, court attendance, client interaction and legal research from day one



12 month Graduate Program with a permanent Solicitor position on completion

OUR CORE VALUES

Internally, we embrace a culture that is the product of our values – honesty, courage, relationships, maintaining high professional standards and a high performance culture. The result is a powerful working relationship based on trust and mutual respect.

At HWL Ebsworth we believe that deriving satisfaction from your work is essential in ensuring that each employee is committed to delivering expert legal and commercial advice to our clients. We practice an open door policy where Partners and Senior Management are available to discuss new ideas and initiatives to best service our clients' needs.

WHAT OUR PAST GRADS SAY

“ I was hired as a Law Graduate in HWL Ebsworth's 2020 intake, and did my first rotation in the Property team before moving into the Construction & Infrastructure team in my second rotation. At HWLE, the graduate experience is very a hands-on. I had an ability to engage directly with my matters, including the opportunity to go to court and attend out-of-office settlements. The mentorship program at HWLE, which includes partner supervision was very valuable for me as I was able to access direct feedback from the partners and senior lawyers I worked with. These mentors also provide support and guidance throughout the graduate program. One of the outstanding features of the program was being able to diversify my skill set by working in both transactional and litigation teams as part of my rotations, as well as engaging with other teams in the firm from time to time, as our matters required. This diverse experience assisted me when I came to make a decision about which area of law I would like to pursue, and when choosing to settle in the Construction & Infrastructure team as a Solicitor. ”

Lara Scott, Solicitor - Construction & Infrastructure (2020 Law Graduate)

INTERESTED? WHAT YOU NEED TO KNOW

Applications for a 2022 Law Graduate position are open to final year students and students who have just graduated, who are available to commence a Law Graduate position in March 2022.

Applications for a Clerkship position (Summer 2021 or Winter 2022) are open to penultimate year students who will be ready to commence a Law Graduate position in 2023. Clerkships will be held in November/December 2021 and in June/July 2022 and at the completion of the Clerkship program, successful Clerks may be offered a Law Graduate position to commence in March 2023.

To apply to either, you will be required to complete the online application form and provide a copy of your academic transcript along with any additional supporting documentation that you would like us to consider. After submitting an online application, shortlisted applicants will progress through a recruitment process including attendance at an Information & Assessment Centre and/or an individual panel interview.

Our online application form can be found by visiting our Graduate Centre on our website www.hwlebsworth.com.au.

Applications open:
Monday, 28 July 2021

Applications close:
Sunday, 1 August 2021

Assessment & Information Centre &/or
Individual Panel Interviews:
From Monday, 23 August 2021

Offers to be released:
Friday, 17 September 2021

QUESTIONS

Please contact a member of our Human Resources team if you require further information.

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CSLS

CURTIN STUDENT LAW SOCIETY