

# ashurst Clerkship Guide 2016

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# Letter from the Editor

Rachel Hao

*Rachel is the ANU LSS Careers Vice-President for 2016*



Welcome to the ANU Law Students' Society Ashurst Clerkship Guide 2016.

I would firstly like to thank our sponsors, without whom this guide would not have been possible:

PREMIER: Ashurst, Clayton Utz, Gilbert + Tobin, Herbert Smith Freehills, King & Wood Mallesons and MinterEllison

MAJOR: Allens, ANU Legal Workshop, Baker & McKenzie, Henry Davis York and Maddocks

GENERAL: Arnold Bloch Liebler, Gadens, K&L Gates and Norton Rose Fulbright

This guide would also not have been possible without the dedication of Hugo Wilesmith, Alexis Rosenberg, and Tom Langsford, who have taken the time out of their impressive commercial careers to share their knowledge and experiences in their contributions. I'm certain that their wisdom will be extremely instructive in best preparing yourself for every stage of your applications.

The coveted clerkship often seems like an impossible achievement at the end of a daunting application process. I hope that this guide will demystify the procedure, arm you with a better understanding of the wide range of firms and opportunities that are available to law students, and provide you with some essential advice on navigating through the world of commercial law.

Good luck and all the best with your applications!

**DISCLAIMER:** The views expressed in this publication do not necessarily reflect those of the editors or of the Australian National University Law Students' Society. Best efforts have been made to ensure all information in this publication is correct as at May 2016 but is subject to change without notice. This information is merely advisory and should not be relied upon as being professional advice. This publication is distributed free of charge with the understanding that the authors, editors and any persons related to this publication are not responsible for the results of their actions or omissions on the basis of any information provided in this publication.

## *NSW AND ACT*

### **Wednesday 15 June 2016**

Applications for summer clerkships open.

### **Sunday 17 July 2016**

Applications for summer clerkships close at 11:59pm.

### **Monday 8 August 2016**

Interviews for summer clerkships commence.

### **Friday 23 September 2016**

Offers for summer clerkships can be made.

### **Tuesday 27 September 2016**

Offers for summer clerkships must be accepted or declined by 5:00pm.

## *VICTORIA*

### **Monday 11 July 2016**

Applications for summer clerkships open.

### **Sunday 14 August 2016**

Applications for summer clerkships close at 11:59pm.

*Firms set their own interview period.*

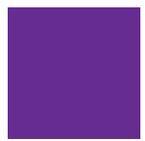
### **Tuesday 11 October 2016**

Offers for summer clerkships can be made from 10am.

Offers remain open for a minimum period of 4 business hours from the time the offer is made or until 10am the next business day for offers made after 1pm.

Students must not hold more than 4 offers for a period of more





# APPLICATION TIPS

# Preparing your Resume

## Alexis Rosenberg

*Alexis Rosenberg graduated with a Bachelor of Laws (Hons) from ANU in 2013. Since then, she has completed a graduate program with Ashurst Canberra. She is currently a lawyer in the projects and project finance team in Ashurst's Tokyo office.*



By now, most of you will be familiar with the concept and basic features of a resume. At its most essential, a resume is a factual record of your personal details, educational qualifications and employment history.

It can be easy to underestimate the resume, in favor of the more tailored and detailed cover letter, but a well written resume is crucial - possibly more so than any other document. When busy HR managers, lawyers and partners are sifting through applications or preparing for interviews, your cover letter might not even get a casual glance - only your resume and transcript get read. So do it right and make it count.

So how do you do that?

### 1. Style

Pick readable space-efficient formatting. Use sensible fonts such as Arial and Times New Roman, with the font being between size 10 and 12. Use dotpoints and headings to maximise white space for aesthetics' sake- you can google examples of this yourself.

Try to keep your resume to 2 pages, so it seems manageable and can easily be printed.

### 2. Personal Details and Academic History

First, include all the standard sections about your personal details - your name, address, email, and phone number. Include your LinkedIn profile if you have one.

You should also summarise the degree you are studying, including your GPA or WAM. In addition, if you have won any awards or academic achievements, detail them here.

### 2. Work History

Next, detail prior professional experiences. Consider carefully what you include in your work history. It's not necessary to include all your work history - include any office related jobs, and places where you had a long and consistent employment history, but leave out that summer you were a lifeguard.

When describing your duties, only include those which are transferable to a clerkship. For instance, if you've worked at JB Hi-Fi, "handling money" is not relevant, while "maintaining an electronic filing system" is.

Don't include a "key skills" section (this should come out in your cover letter) or if you do, make sure you tie each skills to work experience at

a specific job, eg “attention to detail, gained through working as a data entry assistant at the CSIRO”. Don’t just assert you have these skills as a baseless fact.

### **3. Extra-curricular commitments**

Your involvement with student societies, community activities, and other extra-curricular commitments are another important way to show your personal and professional skills - particularly teamwork and leadership, which are both key selling points in a commercial legal career.

Don’t be afraid to list activities that do not immediately appear to be relevant, such as sports and theatre. Instead, think about what skills you have developed through these involvements, and how these can be applied to a clerkship.

### **4. Other Interests**

Finally, include interests and hobbies. This shows you’re a rounded person with interests outside of work, and can give your interviewers something to remember you by.

### **5. Tailor your resume**

Consider tailoring your resume! As with a cover letter, you can emphasise certain experience for different firms- by including different duties, achievements, or hobbies - to make your resume more powerful. Although this will be take up more time, it will reflect your knowledge of the firm and what they’re looking for, and make your resume stand out.

Good luck!

# Cover Letters 101

## Tom Langsford

*Tom Langsford undertook a summer clerkship in 2012/13 before graduating with a Bachelor of Arts / Bachelor of Laws (Hons) degree. He is currently working as a lawyer at Norton Rose Fulbright in Sydney.*



So, you have taken the punt and decided to apply for a clerkship. Your first challenge: the dreaded cover letter. As the name suggests, your cover letter is the first thing that a firm will see in your application and is your key opportunity to set yourself apart from other applicants.

Honestly, most of my time during the application process went into perfecting my cover letters and while I tore my hair out at times, the lessons I learnt were invaluable.

Here are some general tips and tricks I relied on which can help smooth the process and keep you sane when you have stared blankly at the computer screen for over an hour...

### **Preliminary Steps**

#### *Know Your Firm!*

- It is crucial that every cover letter you write is tailored to the particular firm you are applying for. A standard “template cover letter” will stand out a mile away. Research the firm’s strengths, practice areas, key clients, and overall business strategy.

- Make sure you go beyond the firm’s own website. HR knows what is written on there and can easily tell when you have simply regurgitated this.

- Good sources of information include: The Australian’s Legal Affairs section, The Australian Financial Review and Lawyer’s Weekly.

### **Structuring Your Cover Letter**

While there is no ‘perfect’ cover letter structure, here is the structure I largely used throughout my applications:

#### *Paragraph 1 - Introduction*

- This short paragraph introduces yourself and states that you are applying for a position with the firm.

- It is useful to also highlight what degree(s) you are doing, and your current average grade/GPA, as this is a quick “snapshot” of your academic merit.

#### *Paragraph 2 - Why you are applying for this firm?*

- This is where you demonstrate your previous research and what attracted you to that firm in the first place.

- Examples can include recent commercial achievements, training and development opportunities, corporate social responsibility and global opportunities.

- Be honest in this section because you will likely be asked to expand on these if you are offered an interview.

### *Paragraph 3 - What is it about you?*

- What are the key skills and attributes that make you a perfect choice for the firm?

- Pick things that are unique and will help you stand out from other candidates. However, be sure though to check whether these fit the culture of the firm you are applying for (as best as you can tell from your research).

- If a firm has listed specific application criteria – you must address these in detail.

- Remember, you are applying for a summer clerkship, so it is important to discuss the specific office experience that you have and demonstrate your ability to succeed in a junior position.

### *Paragraph 4 - Why am I applying for a clerkship at all?*

- Try and demonstrate that the summer clerkship is the next logical part of a path that you have been following throughout your legal studies.

### *Paragraph 5 - Conclusion*

- Thank the firm for considering your application and welcome the opportunity to

expand on your application should they wish.

## **Perfecting your cover letter**

### *Length*

- NEVER go beyond one A4 page in length. As a guide a cover letter should be about 450 words. It sounds tough but can be easily managed with practice.

### *Proofread, Proofread and Proofread some more*

- While a typo is not necessarily the end of your application, it makes it harder for you to be selected against those whose applications did not have them.

## **Final tip**

Find a non-law student to read your letter. A non-law perspective often shows whether your letter is engaging to everyone, or is too legalistic and technical. “Readability” is an important aspect of a successful cover letter.

Although it’s a long process remember to stay positive and confident throughout. At the end of the day, you are learning a vital skill for your future career.

Good luck!

# Model Cover Letter

Recipient  
Firm name  
Street Address  
City, Postcode

Date

Dear Recipient,

Re: APPLICATION FOR SUMMER CLERKSHIP

## Introduce yourself:

*My name is **NAME** and I am a penultimate year **DEGREE** student at the Australian National University. I am writing to apply for a summer law clerk position at the **LOCATION** office of **FIRM NAME**.*

- Summarise your academic record, stating your GPA or average grade achieved.
- Note any subjects where you have especially excelled, and awards you have won.

## Why this firm?:

*At **FIRM NAME**, your emphasis on **FIRM VALUES** and continued demonstration of commercial excellence is something I really admire, and aligns directly with my own interests and ambitions.*

- Show that you have researched about the values and practice areas of the firm
- Use specific examples to demonstrate how the firm aligns with your interest. This could be recent cases or transactions, learning and development programs, community involvement, and international opportunities.

## Why you? (1 – 2 paragraphs):

- Choose unique and specific examples of past experiences and qualifications which reflect the culture of the firm.
- Make sure you go into detail about any criteria that the firm may have identified.
- If possible, group your experiences thematically, to display how they each contributed to your personal brand, i.e. society and/or college positions can demonstrate leadership, whilst a second language and going on exchange demonstrates international acumen.
- Show that a clerkship is the next logical step in your career trajectory.

## Conclusion:

*I know that I have a lot to offer to **FIRM NAME**, and I am extremely excited at the knowledge and experience I can gain from working with you.*

*Please refer to my CV for a more comprehensive view of my experiences and achievements. I sincerely hope for the opportunity to meet to discuss my qualifications in further detail. Thank you very much for your consideration.*

Kind regards,

**YOUR NAME**



# GDLP

ANU Graduate Diploma  
of Legal Practice

## ANU Legal Workshop

### Your direct pathway to Legal Practice

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

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

With ANU Legal Workshop, you can:

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

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

# How to succeed in interviews (and not be trying)

Hugo Wilesmith

*Hugo Wilesmith is a lawyer with MinterEllison in Sydney, working in the Dispute Resolution practice group. He clerked at Minters in the summer of 2012/2013, and struggles to write third-person introductions for himself.*



Your cover letter was a work of art, tailored for each firm and adapted from clerkship guides or those of benevolent ex-clerks. Your CV glistened<sup>1</sup>, your fingers are crossed, your short answers were considered and gracefully self-promoting—and then it happens.

Landing an interview is itself an achievement, but there's still a ways to go. It's a reply on Tinder: they've swiped right,<sup>2</sup> and it's time to see whether the attraction translates in person. Read the instructions in the acceptance email, pick your interview slot, and start preparing.

## Process

The clerkship interview process follows a common path: first interview, coffee with your firm 'buddy', second interview, a drinks night, and then offers. Some firms might mix it up with a group interview or a breakfast, or add extra opportunities—for example, MinterEllison in Sydney runs a pre-interview clerkship skills session.<sup>3</sup> While every step of the process can affect a firm's impression of you, the first and second interviews are your biggest opportunity to go from being a "Maybe" candidate to receiving an offer.

## First interview

The first interview is a chance for the firms to find out more about you. Normally run by a partner and an HR representative/second lawyer, this interview contains a thicket of behavioural and commercial questions. Why do you want to work at [insert firm], what are the main challenges facing commercial firms, tell me about a time when you experienced failure (and how did you respond)?

Workshop as many examples as possible. Think about how you'll answer each one.<sup>4</sup> You don't need to (and shouldn't) learn answers by rote. Plan examples which reference something on your CV and showcase your experience and perspective.<sup>5</sup>

## Second interview

Second-round interviews are a different beast; your odds have improved, and it's time to talk about you. It's a less structured affair, containing few if any behavioural questions—it's far more conversational. Note that this interview is also a selling exercise on the firm's part—you're both testing the waters. Why is this firm right for you? Research the firm, consult widely (with other lawyers, at the networking events,

anywhere but Whirlpool), and consider each firm's specialities, reputation, and corporate strategy. Don't discount The Castle as a source of heuristics.<sup>6</sup>

### What do firms look for?

In a word—fit. Firm 'culture' is a nebulous concept, especially in larger firms where each practice group can feel like a different tribe—but your interviewing partners are testing whether you'll fit in the firm.<sup>7</sup>

Importantly, once you've obtained an interview, your marks diminish significantly in importance. You're smart enough and persistent enough to be in the room—great! All firms want someone bright, analytical and teachable. They also want to be able to introduce you to a client and to enjoy working with you, so this is an assessment of compatibility and soft skills in addition to mere potential competency.

### Other things to note

As there will be time at the end of each interview to ask questions, have some prepared. I tended to ask about pro bono/community engagement (a good chance to show you've done your firm research), pathways for development, and particular trends in the industry.<sup>8</sup> If appropriate, take the opportunity to ask further questions about a topic which has come up in the

interview about which you'd like to know more.

Don't forget the small things: smile, polish your shoes beforehand, make plenty of eye contact, give firm handshakes, remember to breathe. (All these things can be overdone. Everything in moderation.) Best of luck!

Oh, and don't knock the water jug all over your interviewer. For some reason, that firm didn't make me an offer. Very odd.

<sup>1</sup> Having been proofread to within an inch of its life.

<sup>2</sup> The clerkship interview as first date is a hackneyed but apt metaphor—you get dressed up, self-censor your more inappropriate jokes, and use your will and wit to make the magic happen.

<sup>3</sup> From which much of the useful information in this article was drawn.

<sup>4</sup> The famous "What's your favourite High Court case?" is one which merits a little planning. (It's best if you've actually read the case.)

<sup>5</sup> Work experience, LSS or other societies, travelling, internships, classes you've loved—all are useable conversational material.

<sup>6</sup> It really is about the vibe of the thing (in conjunction with considered analysis.)

<sup>7</sup> Not to mention in their specific practice groups.

<sup>8</sup> At that time, international firm mergers were in vogue, so this made for conversation where one could demonstrate perspective and engagement. Read up on the current issues affecting law firms, and your interviewing firm in particular.





# FIRM PROFILES

# ASHURST

At Ashurst, you won't just be learning from the past or from specifics. You will also be developing the instincts to tackle the most complex issues in international law and building an understanding of each client's business. We want a broad range of minds, all united by a common set of strengths.

10  
time zones

## WE'LL HELP MOVE MINDS

Internationalism is part of the fabric of our firm. It's not just how many offices we have in how many countries. It's how closely, how seamlessly and how naturally all of those offices work together.

16  
countries

Pick up the phone. Send off an email. In the world's largest financial and business centres across Europe, Asia Pacific, the Middle East and the USA, there are Ashurst lawyers who'll answer you – swiftly, efficiently, skilfully.

27  
offices

## SO WHAT DO THE NUMBERS MEAN?

More access to intellectually demanding, multijurisdictional work. Great international mobility and secondment opportunities.

Most of all: collaborations. Across the firm, you will find the same engaging culture wherever you are based.

3,300  
people

## OUR STRENGTHS

We're renowned for helping our clients navigate through a complex and constantly evolving global landscape. With 27 offices across the world's leading financial and resource centres in Europe, Asia-Pacific, Middle East and the USA, we operate at the cutting edge of the financial, resources and infrastructure, corporate and new economy markets.

We tackle diverse areas of law, including finance, M&A, disputes and competition. In each, we offer advice that's as commercially astute as it is technically accurate.

1,500+  
lawyers

400+  
partners

## CURIOUS?

The best way to understand what it feels like to work here is to actually work here! Every year, we hold clerkships in each of our offices to give you an intensive experience of our culture and the kind of work we do.

We work hard to make sure they're as useful and as stimulating as possible. You'll spend time in our departments, where you'll work with a supervising partner, a lawyer and a buddy who'll get you involved in real work.

## STARTING YOUR CAREER

As a firm, everything we do is characterised by a pursuit of insight, understanding and clarity. We share our clients' ambitions and we cut to the heart of their issues with speed and clarity, whether we're working locally or globally.

As a graduate, you'll benefit from a tailored rotation plan, in-house PLT and global firm structured aQ training to help develop the highest standards of technical legal expertise, industry know-how and business and legal skills.

## APPLY

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

We need people with a rare kind of mindset: an openness to the way you work, an agility to the way you think, and a strong desire to keep evolving as a professional.

To start moving your mind, begin now at [careers.ashurst.com](https://careers.ashurst.com)

# REBECCA

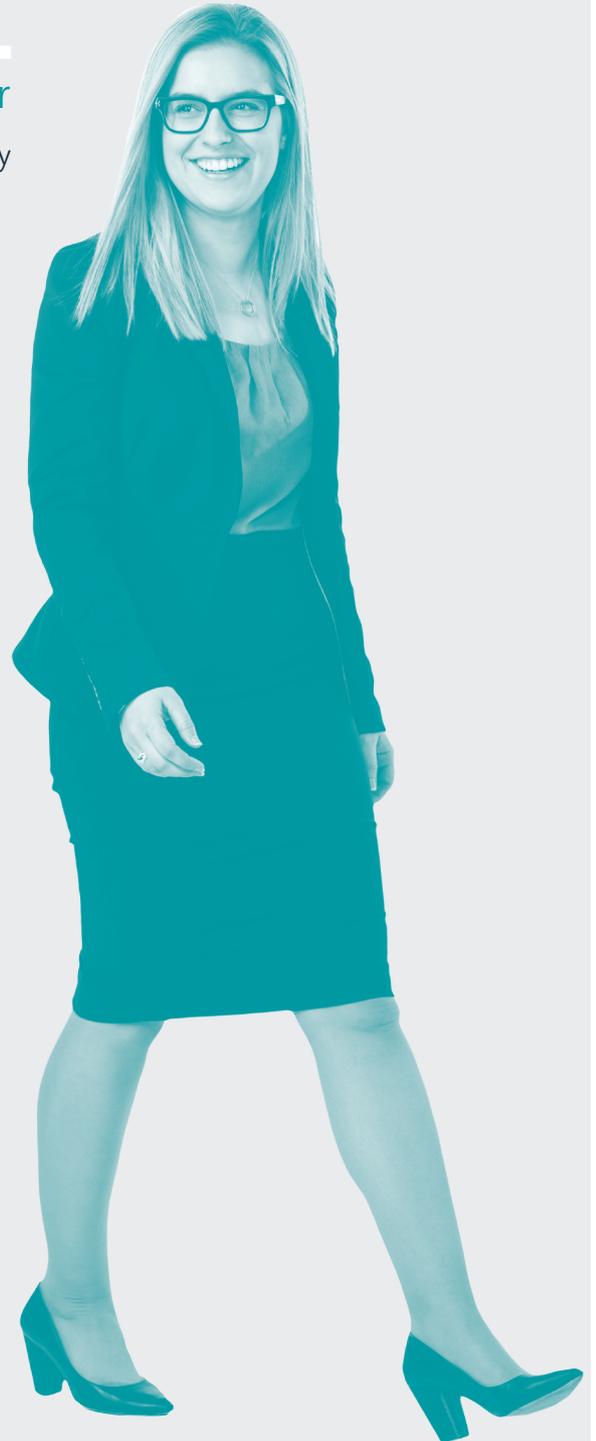
## Lawyer

Studied: Bachelor of Law (LLB), Australian National University

Ashurst has a reputation as a trusted advisor to some of the world's largest organisations. But that wasn't the only thing that drew me to a career here. The people and the culture were also a big attraction. As well as exposure to fascinating complex projects, there's a really supportive team atmosphere.

The people really care about your professional development. Their encouragement and support have helped me take on an engaging mix of public and commercial law. It's included everything from major capital acquisitions and infrastructure projects to unfair dismissal and discrimination claims. My work has been as varied as the matters themselves. As well as drafting agreements, I've researched complex issues, attended court and prepared briefs to counsel.

A particular highlight was a multi-billiondollar project for the Australian Government. I helped draw up the agreements, drafted advice, took part in negotiations with several international parties and liaised directly with the client. I worked closely with my supervising partners and senior associates throughout, and they all put a lot of trust in me. In fact, I was surprised at just how much responsibility I had early on. Even at their busiest, my supervising lawyers and partners took the care and time to give me meaningful work. Senior-level commitment to developing early career lawyers is a focus.



# ASHURST

## **What does Ashurst value the most in its applicants? How do you balance and prioritise students' grades, legal experience, and extra-curricular commitments?**

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

All successful candidates demonstrate the following characteristics:

Analytical ability, flexibility, motivation, determination and drive. They have outstanding communication skills, commercial awareness and strong teamwork and interpersonal skills.

## **How would you describe the culture of Ashurst? What differentiates Ashurst from other commercial law firms?**

How we work together!

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

We're renowned for helping our clients navigate through a complex and constantly evolving global landscape. With 27 offices across the world's leading financial and resource centres in Europe, Asia-Pacific, Middle East and the USA, we operate at the cutting edge of the financial, resources and infrastructure, corporate and new economy markets. We tackle diverse areas of law, including finance, M&A, disputes and competition. In each, we offer advice that's as commercially astute as it is technically accurate.

As a firm, everything we do is characterised by a pursuit of insight, understanding and clarity. We share our clients' ambitions and we cut to the heart of their issues with speed and clarity, whether we're working locally or globally.

## **How does Ashurst invest in its people, and encourage career progression within the firm?**

Our clerkship program includes a range of activities and events designed for you to get to know us as a firm and find out if a career at Ashurst is what you are looking for. It includes a comprehensive induction program, events to understand each practice area and activities to ensure you build connections and relationships within the clerkship cohort and across the firm. At Ashurst we ensure you are adequately supported throughout the

program with an allocated ‘buddy’, supervising partner and lawyer who will guide your experience, provide you with on-the-job training and support.

Our Global Training Program is offered across the firm to all career levels. Our clerks and graduates take part in a combination of legal expertise, industry and business skills sessions which lay the foundations for continuous learning at Ashurst. In addition, our graduates complete our in-house PLT course delivered by the College of Law.

### **What interesting matters has Ashurst worked on recently?**

#### *Air Warfare Destroyer Program*

Ashurst Australia were appointed by the Government as expert advisers to assist with the implementation of the \$8.5 billion Air Warfare Destroyer program Reform Strategy.

#### *WestConnex*

Ashurst has advised WestConnex Delivery Authority on the awarding of a landmark concession contract for the widening of the M4 Motorway in Sydney, in the first stage of the A\$14.9 billion WestConnex motorway.

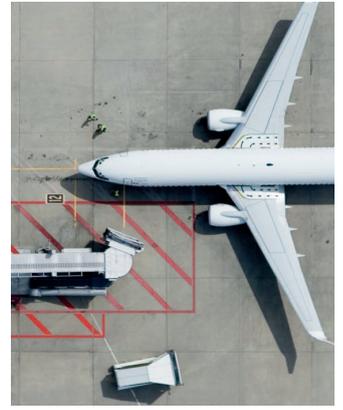
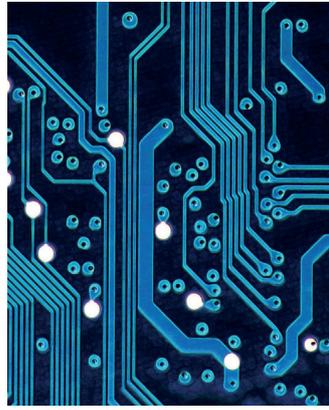
#### *North Australian Aboriginal Justice Agency*

Ashurst recently acted for the North Australian Aboriginal Justice Agency in the High Court challenge against the Northern Territory’s “paperless arrest” laws, which gave police excessive powers to lock up people for trivial offences (like undue noise or failing to keep a front yard clean). The decision was delivered in November 2015, and while the laws were not struck down, the Court limited the operation of the laws.

### **What kind of work will young lawyers be exposed to at Ashurst? Are there secondment and international opportunities?**

You can expect to be involved in a wide variety of work and activities during your clerkship. Ranging from preparing draft articles for clients, preparing file notes and case summaries to assisting with pro-bono matters and research projects.

As a firm we offer secondment opportunities from graduate through to partners. These can be both domestically and internationally within the Ashurst network and also to our clients. Graduates have the opportunity to apply for an overseas secondment in their third rotation.

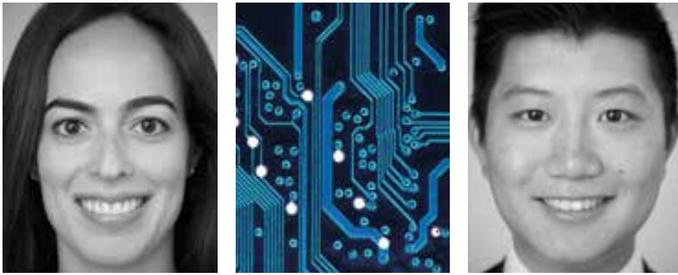


# LIVE YOUR AMBITION

- › Global opportunities
- › Market-leading experience
- › Create your career with us



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and [www.linklaters.com/hkcareers](http://www.linklaters.com/hkcareers) to find out more.



# LIVE YOUR AMBITION



## ABOUT US

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

## WHAT MAKES US DIFFERENT?

### It begins with our people

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

### Our unique way of working

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

### We make the complex simple

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

### Life-long learning

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

## CLERKSHIP PROGRAM

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

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

## WHAT WE LOOK FOR

### Initiative

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

### Excellence

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

### Commerciality

Successful lawyers understand that law is more than an academic pursuit. It's about understanding the client – their objectives and the challenges they face – as well as the wider commercial environment in which we operate.

### Resilience

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

### Well-rounded

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

## HOW TO APPLY

[www.allens.com.au/careers](http://www.allens.com.au/careers)

[www.linklaters.com/ukgrads](http://www.linklaters.com/ukgrads)

[www.linklaters.com/hkcareers](http://www.linklaters.com/hkcareers)

# ALLENS

## **What does Allens value the most in its applicants? How do you balance and prioritise students' grades, legal experience, and extra-curricular commitments?**

There isn't an Allens type. In fact, the more you enjoy working with a variety of people, the greater your success will be. Diverse perspectives help solve some complex problems. On top of that, teams are stronger, client relationships become richer and life is just more interesting.

### *Initiative*

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

### *Excellence*

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

### *Commerciality*

Successful lawyers understand that law is more than an academic pursuit. It's about understanding the client – their objectives and the challenges they face – as well as the wider commercial environment in which we operate.

### *Resilience*

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

### *A fresh perspective*

Our clients often tell us we have 'great people', and it's true. We look for people who can bring a fresh perspective and energy to everything they do, with the ability to create strong relationships with each other and with clients. We aim to recruit people who are open minded, willing to learn, and committed to contributing to the firm in many different ways.

## **How would you describe the culture of Allens? What differentiates Allens from other commercial law firms?**

### *It begins with our people*

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

### *Our unique way of working*

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

### *We make the complex simple*

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

### *Life-long learning*

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

## **How does Allens invest in its people, and encourage career progression within the firm?**

### *Our career path model*

In July 2014 Allens officially launched a career path model to meet the needs of our lawyers and our business. The career model was designed to accommodate the way we want our people to practice, collaborate and advance through our firm, in order to deliver the kind of service our clients now expect and what we think they will need in the future. It's about offering greater flexibility, and a two-way career deal that rewards and promotes on performance, not seniority.

We are the first major law firm to introduce this kind of model. Based on what our clients, our people and the market have told us, we believe that the traditional, seniority based career progression model is no longer the best way to motivate our people and provide them with the opportunities they need to be the best lawyers that they can be.

## **What interesting matters has Allens worked on recently?**

One of our recent cases was acting for PepsiCo in a dispute with The Coca-Cola Company. Coke brought an action in the Federal Court, alleging trade mark infringement and misleading and deceptive conduct/passing off – that consumers would be deceived into thinking that a Pepsi bottle was a Coke bottle. Coke's action failed. We thought consumers would obviously be able to tell the difference and the Federal Court agreed. There were similar actions in Germany and New Zealand. Coke failed in each of these cases.

## **What kind of work will young lawyers be exposed to at Allens? Are there secondment and international opportunities?**

### *About our graduate program*

We recruit the majority of our graduates through our clerkship program. Once you have completed a clerkship with the firm, you are eligible for a priority offer for a graduate position.

From time to time we run general graduate offer campaigns. We will advertise these opportunities on our website when they become available.

Our graduate program is designed to not only enhance your technical expertise, but also equip you with the business development, project management and interpersonal skills required to become a successful lawyer. Our lawyers complete two twelve-month rotations in two different practice groups before they specialise. The length of the rotations means they can build deeper knowledge, expertise, trust and build relationships which means a more meaningful experience.

Along with this, our graduates benefit from:

- An intensive two-week induction program to kick-start your career.
- An allocated Development Supervisor and Performance Coach who'll act as your mentors throughout your rotations to ensure you gain optimum experience and client exposure.
- Weekly in-house legal education seminars that give you a solid grounding in the basic technical knowledge all lawyers must have, whatever their practice group.
- Ongoing core skill development workshops run by internal and external providers.
- A broad range of work and on-the job training that exposes you to different areas of law, different teams and different clients supported by your Performance Coach.
- On-demand training such as videos, podcasts and online training modules.
- An individualised career and development plan which you maintain and develop through the course of your career.
- A tailored Graduate Diploma in Legal Practice (GDLP) program run through the Australian National University specifically for Allens, to get you admitted in 6 – 7 months.
- Secondment opportunities to our clients, our interstate and international offices. We also offer pro bono secondment opportunities as part of the rotation process.

# Arnold Bloch Leibler

## Lawyers and Advisers

### Seasonal Clerkships

Arnold Bloch Leibler (ABL) is a premium Australian commercial law firm renowned for advising clients on their most significant legal matters: high-stakes transactions, litigation and commercial issues. Our standing within the legal profession has been built over more than 60 years. Many of the values, characteristics and defining qualities from the firm's early beginnings continue to shape the firm as it stands today.

While our storied history is long, we are a modern firm. We see the law as an instrument of change, as a way forward. Our partners and lawyers are often at the centre of law reform and regularly advise on landmark matters.

We offer legal advice and support to a diverse range of clients however we are best known for advising entrepreneurial businesses (ASX-listed, family owned and international) and for our work with private clients. We also work with international corporations with interests in Australia and enjoy long-standing relationships with a select group of other professional advisors – including accountants, private equity firms, insolvency practitioners, private bankers and overseas-based specialist law firms.

Our services include: banking & finance, competition, corporate & commercial, dispute resolution & litigation, native title & public interest law, property & development, reconstruction & insolvency, taxation, technology & intellectual property and workplace advisory.

### Clerkships

All recruitment for the firm is coordinated through the Melbourne Office.

#### Melbourne Clerkships

In Melbourne, we offer around 45 clerkship positions each year, with three intakes of up to 15 clerks. Each clerkship runs for four weeks and coincides with university holidays - November/December, January/February and June/July.

#### Sydney Clerkships

In the Sydney office, we do something slightly different and run a four week winter clerkship over the mid semester break. We are looking at hiring one or two clerks who are interested in the transactional space; Banking & Finance,

Commercial and/or Property law. As the clerkship coincides with the Melbourne winter clerkship programme (June/July), the clerks will have the opportunity to join the Melbourne clerks for induction training in their first week.

### Recruitment Dates

#### Melbourne

The Melbourne recruitment dates follow the dates set out by the Law Institute of Victoria:

Applications open: 9.00am 11 July 2016  
Applications close: 11.59pm 14 August 2016  
Interviews: Early September 2016  
Offers: 10.00am Tuesday 11 October 2016

#### Sydney

Applications open: 9.00am 11 April 2016  
Applications close: 11.59pm 1 May 2016  
Interviews: 9 - 20 May 2016  
Offers: 9.00am Friday 27 May 2016

### How to apply

Application method: via the ABL website ([www.abl.com.au/careers](http://www.abl.com.au/careers)) or on cvMail - [www.cvMail.com.au](http://www.cvMail.com.au), addressing your application to Hayley Brown, Human Resources Consultant.

### What we look for in a clerk

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

To ensure you are at a level of your education that can be developed further with us, we only consider applicants in their penultimate year of study.

### Contact:

Hayley Brown, Human Resources Consultant,  
[hbrown@abl.com.au](mailto:hbrown@abl.com.au) / 03 9229 9802

# BORN GLOBAL



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

Baker & McKenzie has been thinking globally in Australia for over 50 years. In 2014, we opened our Brisbane office making our Australian practice the fourth largest in our network of 77 offices with more than 85 Partners and 190 lawyers across Sydney, Melbourne and Brisbane. In Australia, we act for leading multinational and domestic companies on market leading local and global transactions.

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

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

## Our Clerkship Program

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

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

In Sydney, the Summer Clerkship Program runs from late November to February each year with clerks completing two rotations. Clerks who accept a graduate role with Baker & McKenzie are eligible to apply for an International Clerkship, with the opportunity to work in one of our overseas offices in the year following their clerkship.

## Our Graduate Program

Over the course of the program, graduates gain experience in different areas of law before they join a particular practice group as an Associate. You will be assigned a Supervising Partner and an Associate "Buddy" in each rotation to oversee your on-the-job and formal learning.

## Develop globally

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

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

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

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

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

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

## What does the Firm look for?

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

## Thrive in a culture of inclusion

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

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

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

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

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

## How to apply

Applications for clerkships can be submitted online at <http://www.bakermckenzie.com/careers/australia/sydney/>.

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

Applications for clerkships open at 9.00am on 15 June 2016 and close 11.59pm on 17 July 2016.

Natalie Brunton

Talent Management Consultant - Sydney

Tel: +61 2 8922 5747

[natalie.brunton@bakermckenzie.com](mailto:natalie.brunton@bakermckenzie.com)

[www.bakermckenzie.com/careers/australia/sydney/](http://www.bakermckenzie.com/careers/australia/sydney/)

## Our key areas of practice include:

- Banking & Finance
- Capital Markets
- Commercial Real Estate
- Construction
- Dispute Resolution
- Employment
- Energy, Resources and Infrastructure
- Environmental Markets
- Financial Services & Structured Transactions
- Insolvency
- Intellectual Property
- Media
- Mergers & Acquisitions
- Private Equity
- Tax
- Technology, & Communications

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

## **What does Baker & McKenzie value the most in its applicants? How do you balance and prioritise students' grades, legal experience, and extra-curricular commitments?**

It is difficult to say what makes a clerkship application stand out. Each applicant is obviously unique, which in turn makes each application unique, as an individual brings their own style, profile, experience and interests to their application. However, some of the general things which make an application stand out, include:

- it is well-written, succinct and structured, is grammatically correct, has no spelling errors, uses headings and uses a font which is easy to read;
- it reflects and highlights you (your personality, skills, experience, achievements and interests) and it makes readers want to work with you; and
- it sets out why you want to work with our firm and shows a good understanding of our firm – beyond what is contained in a clerkship guide or on our firm's website.

## **How would you describe the culture of Baker & McKenzie? What differentiates Baker & McKenzie from other commercial law firms?**

Like all top-tier law firms, quality and excellence along with team work, integrity and responsiveness are central in delivering outstanding service to our clients. The values that make us a unique and great place to work are deeply embedded and you will notice our difference in all of your interactions with us, in Australia and across the globe. We are passionately global, and leverage our global expertise for our Australian and global clients at every opportunity, recognising our strength is in our diversity.

We have a strong culture of friendship and inclusion, and an egalitarian and collaborative working style. We are commercial pragmatists who make complex issues simple for our clients and we focus on our clients' business needs. We strive to stay ahead of the curve and encourage entrepreneurship. We actively encourage and support contribution to the community, through our pro bono and community service programs.

We want everyone at Baker & McKenzie to reach their potential so we invest in global, regional and local world-class development and mobility programs for our people, and our culture is diverse, inclusive and flexible.

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

- BakerWomen – gender equality and supporting the progression of women;
- BakerDNA – ethnic, indigenous and cultural diversity;
- BakerBalance – supporting carers and parents, employee wellbeing and workplace flexibility; and
- BakerLGBTI – lesbian, gay, bisexual, transgender and intersex diversity.

## **How does Baker & McKenzie invest in its people, and encourage career progression within the firm?**

Our global development roadmap, the Development Framework, clearly explains what success looks like at each career stage at Baker & McKenzie. It is the product of a careful study of our clients' and lawyers' views about what success looks like at our firm. A living document, the Development Framework shapes the way we recruit, select, develop, manage and promote our lawyers. For you, the Development Framework means always having a clear career roadmap, empowering you to plan and drive your development – formally and on the job – at every stage.

Our lawyers benefit from an Australian professional development curriculum based on the Development Framework. We pay serious attention to black letter law for both junior and senior lawyers while also offering practice-specific skills and knowledge development at the local, regional and global levels. We encourage lawyers to build core professional skills from the beginning. For example, our communication programs include a focus on clear, powerful business writing and effective speaking.

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

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

We also provide a number of scholarships to our lawyers for full-time graduate legal study outside their home jurisdictions, ideally in a college or university near one of our offices. Each scholarship is awarded for a minimum of 12 months of study. Our lawyers can also apply to attend prestigious summer school courses in the USA, studying American and international law among professionals from all over the world.

## **What interesting matters has Baker & McKenzie worked on recently?**

1. Baker & McKenzie Successfully Acts for Citywide Service Solutions on Asphalt Operations Joint Venture
2. Baker & McKenzie Advises The Priceline Group On Acquisition Of AS Digital
3. In 2015 Baker & McKenzie lawyers in both Australia and Japan advised Japan-based Recruit Holdings Co. Ltd, one of the world's largest recruitment firms, on two separate significant Australian transactions.

(a) acquisition of ASX-listed, HR services provider, Chandler Macleod through a scheme of arrangement;

(b) acquisition (via a newly incorporated Australian SPV) of Peoplebank Holdings Pty Ltd from private equity firm Navis Capital Partners, plus the acquisition of receivables related to the business from GE Capital.

Our client, Recruit is one of the world's biggest human resource firms with a market capitalisation of Y2.04 trillion (\$21.5 billion). On conclusion of the two transactions, Recruit is the second largest recruitment firm in Australia. The transactions delivered Recruit a number of "first" experiences: first Australian M&A, first transactions since IPO the previous year, first dual-simultaneous transactions and first M&A of a public company.

4. Advised the New South Wales Government on the privatization of the state's electricity generation assets.
5. Baker & McKenzie acted for the underwriters of the A\$135m institutional placement and sell-down of securities in Aconex Placement and the A\$494m entitlement offer by Qube Holdings Limited

### **What kind of work will young lawyers be exposed to at Baker & McKenzie? Are there secondment and international opportunities?**

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

The firm offers summer clerks the opportunity to apply for casual research clerk positions. We aim to fill the casual research clerk roles with our previous summer clerks who are in their final year of university. This is a useful way to gain more practical legal experience and stay connected with the firm after your clerkship.

We also fill the majority of our graduate roles with former summer clerks.

In addition, summer clerks who accept a graduate role with the firm are eligible to apply for an 'international clerkship', with the opportunity to work in one of our overseas offices in the year following their summer clerkship.

# 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](http://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.



## 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.



# CLAYTON UTZ

## **What does Clayton Utz value the most in its applicants? How do you balance and prioritise students' grades, legal experience, and extra-curricular commitments?**

The most important ingredient in our success is our people.

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

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

When screening applications we take into account an applicant's résumé and cover letter, strong academic results, extracurricular activities, university involvement, work experience – legal or non-legal – team work and leadership, attention to detail, and enthusiasm and motivation for a career in commercial law.

## **How would you describe the culture of Clayton Utz? What differentiates Clayton Utz from other commercial law firms?**

People. It always starts with people. At Clayton Utz, we've built a team of down-to-earth, collaborative lawyers who know that at the heart of exceptional client service is knowing what your client needs. We offer the sharpest legal minds. The clearest advice that cuts through the complexity, so our clients can concentrate on the things that really matter. And an unshakeable sense of what's possible.

This offers our graduates the opportunities to work on cutting-edge, complex transactions and litigation with lawyers who are recognised as leaders in their fields. We also provide first-class training and development to support our lawyers to be the best they can be. As one of the world's top 10 pro bono firms\*, graduates will also have the chance to contribute to our pro bono practice and help make a difference to the individuals and organisations it supports.

\* Clayton Utz was named among the ten leading pro bono firms in the world in the inaugural Who's Who Legal Global Pro Bono Survey. The survey recognises firms that are leading the way in their pro bono contributions, levels of participation and efforts to institutionalise pro bono work.

## **How does Clayton Utz invest in its people, and encourage career progression within the firm?**

Clayton Utz has a strong focus on professional development for all employees so we all can keep our specialist knowledge and skills up to date. This is offered through continuing legal education, professional development training programs, coaching and on-the-job training.

Our national training program, Learning@Clayton Utz – Building Excellence, offers a range of professional and personal development opportunities to support our people in reaching their full potential.

We encourage our employees to learn and develop through:

- intensive orientation programs at the beginning of the clerkship period and graduate program;
- on-the-job guidance and support from peers and senior lawyers;
- regular Continuing Legal Education sessions led by specialists sharing their knowledge and experience;
- tuition assistance for further study; and
- external courses and seminars relevant to your professional and personal development.

## **What interesting matters has Clayton Utz worked on recently?**

As the leading private sector provider of legal services to government clients in both commercial and public law matters, our seasonal clerks and graduates have the opportunity to work on a diverse range of interesting and challenging matters. For example, our seasonal clerks and graduates have recently assisted:

- a Commonwealth government client on the Future Submarines Program - one of the largest maritime acquisition programs ever undertaken in Australia.;
- the ACT government with the Capital Metro light rail project which will lay the foundation for a city-wide integrated transport network. Our seasonal clerks and graduates have helped to provide advice on aspects of the project the subject of significant public and political scrutiny. This project has required the ACT government to undertake legislative reform, establish a suitable purchasing model and navigate complex planning approval processes due to the project falling within both Territory and Federal jurisdictions;
- a number of Pro Bono clients, who are the victims of sexual assault, to obtain financial assistance compensation. As part of this, our seasonal clerks and graduates have assisted to acquire sworn evidence from victims and have coordinated expert reports. The sensitivity of this work requires our seasonal clerks and graduates to conduct themselves in a highly professional and considerate manner; and

- a Commonwealth government agency in expedited proceedings commenced by a national union in the Full Federal Court seeking urgent judicial review of an administrative decision concerning the issue of a temporary shipping licence to a large mining entity. Our graduates helped to finalise evidence in the proceedings.

**What kind of work will young lawyers be exposed to at Clayton Utz? Are there secondment and international opportunities?**

Clayton Utz prides itself on exceptional training, and our seasonal clerks and graduates receive extensive research training and practical work experience. And because of our proud tradition of pro bono work and community involvement, seasonal clerks and graduates will have every opportunity to get involved in Pro Bono work and Community Connect initiatives.

We have secondment programs with various leading law firms around the world that see Clayton Utz lawyers living and working in London, New York, Tokyo, Hong Kong and India. Our Japanese exchange program with leading Japanese law firms and trading houses involves extended secondments both to and from Japan.



# BE A PART OF EVERYTHING



HERBERT  
SMITH  
FREEHILLS

## INTERNATIONAL GRADUATE CAREERS IN LAW

Join Herbert Smith Freehills and you'll do more than just experience life at a leading law firm, you'll be a part of everything we have to offer - whether you're working on a high-profile takeover, catching up with an overseas client or taking on some challenging pro bono work. It's an environment in which your perspective, ideas and experiences will make a real difference.

Don't just experience everything, be a part of it.

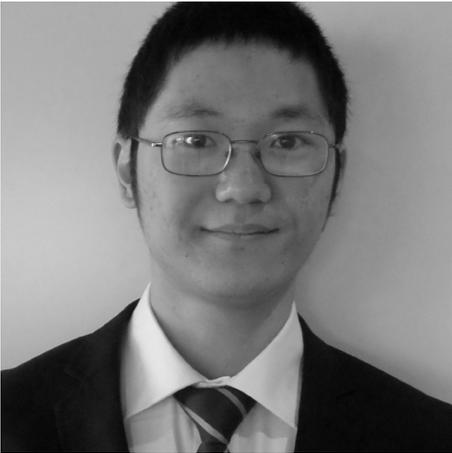
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THE AUSTRALIAN  
**TOP 100**  
GRADUATE EMPLOYERS 2016  
gradaustralia



# BARRY WANG - MY VACATION CLERKSHIP



**BARRY WANG**  
VACATION CLERK

For me, what was unique about Herbert Smith Freehills was the effort that the firm made to personally get to know me.

**BARRY WANG**  
VACATION CLERK

## WHY I JOINED HERBERT SMITH FREEHILLS?

At my first cocktail evening, I immediately felt that I 'clicked' with the firm. Maybe it was the opportunity to chat with my first-round interviewer that assured me that the firm was not trying to throw me off with nasty surprises; maybe it was the informal atmosphere that made me feel at ease, or maybe it was the high lawyer-to-candidate ratio that gave everyone plenty of opportunities to interact with the firm's representatives. I felt that I could be myself at all the Herbert Smith Freehills events.

For me, what was unique about Herbert Smith Freehills was the effort that the firm made to personally get to know me. Herbert Smith Freehills was the only firm that used a one-on-one interviewing format, which made me feel that I could have a genuine and personal conversation with my interviewing partner. In addition, the firm invited me to two catch-ups with my friendly 'buddy' during the recruitment process. This was a good way for me to gain some valuable insights into the firm in an informal setting.

Another thing that drew me to Herbert Smith Freehills was the international opportunities that it offered. Throughout the recruitment process, I was assured time after time that the firm offered high global mobility. This was not surprising, given the firm's extensive network of offices throughout the world.

## WORKING AT HERBERT SMITH FREEHILLS

I was given interesting work, like drafting a shareholder communications policy, researching market practice on long-term incentives for company executives, and attending Westpac's AGM to gather intelligence on how AGMs are run.

The firm has a non-hierarchical culture. I could talk with my senior associates and partners as easily as I could talk with my 'buddies'. I was even invited to a Christmas party at my partner's place, which demonstrated how close-knit the team was, and how quickly I was accepted as an integral member of the team.

I received a lot of valuable on-the-job training as a clerk. In my first rotation in HOAT (Head Office Advisory Team), I learnt how to use

business news databases to keep up with the latest developments in market practice on corporate governance. In my second rotation in commercial litigation, I learnt how to do electronic discovery and write research memos.

In terms of the hours, I will not pretend that it was nine-to-five every day. However, working for a leading client-focused international law firm, I understood that the odd late night was simply part of the job. Besides, my team mates were all very supportive and always checked with me whether my workload was manageable when I had to stay back.

## SOCIAL EVENTS (AKA ORGANISED CHAOS!)

One of the great things about starting as a clerk in late-November is that we had Christmas parties every week. The firm-wide Christmas party was held at Dockside, where everyone let their hair down. The practice group Christmas lunch I attended with my team was also a really great opportunity to get to know everyone in the firm at a personal level. I met a lawyer who shared my interest in national anthems, and we ended up singing *Amhrán na bhFiann* in Irish Gaelic together!

Every Monday night, we played sport against clerks from other firms. Herbert Smith Freehills fielded four teams, three of which did really well, one of which (my team, unfortunately) did not. However, despite being thrashed every week, it was a really good way for me to bond with my fellow clerks.

I also enjoyed the major inter-firm events, including the famous inter-firm trivia night, where everyone on my team contributed to secure a third-place finish. The inter-firm cruise was also a great occasion, where we mingled with clerks from other firms over unlimited pizza, bad music and hopeless dancing.

Finally, the clerks themselves organised many great events to catch up with each other. Every Monday night after sport at Rushcutters Bay, a group of clerks walked to Bondi Junction for dinner. In addition, after-work drinks were held every week at The Windsor. We also had a number of major events, like a karaoke night over curries, and an epic but sad farewell gathering on our last day together.

# HERBERT SMITH FREEHILLS

## **What does Herbert Smith Freehills value the most in its applicants? How do you balance and prioritise students' grades, legal experience, and extra-curricular commitments?**

We look for exceptional people with the desire and ability to become truly brilliant lawyers. And there's more to that than just a great academic record. There's fantastic perception skills. There's confidence. There's empathy. There's an international mindset. There's diligence. And there's the drive to not only experience everything, but to be a part of it.

Specifically, we are interested in who you are and the strengths you can bring. We recruit employees from a wide range of backgrounds who possess the qualities we look for in our lawyers: intellectual curiosity, confidence, clarity of thought, the ambition to grow personally and professionally, and the ability to develop exceptional working relationships with clients and colleagues. We have prepared some more detailed information on our website: [careers.herbertysmithfreehills.com/au/grads/join-us](https://careers.herbertysmithfreehills.com/au/grads/join-us)

## **How would you describe the culture of Herbert Smith Freehills? What differentiates Herbert Smith Freehills from other commercial law firms?**

Herbert Smith Freehills is proud to promote a culture of fairness, equality and inclusion. We believe that having a diverse and open workplace adds new dimensions to how we tackle client challenges and drives innovation forward. Wherever you join us, you'll find talented people with different views, experiences and backgrounds.

In Australia, we have focused our efforts on fostering inclusivity. Through a series of initiatives, we've worked hard to affirm our commitment to equality in the workplace. For more information on our diversity and inclusion program visit: [herbertsmithfreehills.com/about-us/diversity-and-inclusion](https://herbertsmithfreehills.com/about-us/diversity-and-inclusion).

## **How does Herbert Smith Freehills invest in its people, and encourage career progression within the firm?**

As a vacation clerk, you will be given extensive training on all aspects of the firm, drafting and research skills. Current lawyers and partners will speak to you about what they do and the nature of work in each of the legal sections of the firm. You will have the opportunity to work with our lawyers as a member of our legal team, attend professional development seminars and briefing sessions on business development strategies and information technology.

Our structured graduate program is designed to provide the best foundation for your future success, wherever your career takes you. Graduates will have three rotations in different practice groups. During each rotation, graduates are assigned a supervising partner and buddy. A learning and development program also supports the on-the-job learning to help you to develop your leadership, business development, negotiation and presentation skills. Training takes place during working hours and is delivered by internal experts as well as specialist providers and leading commentators. Herbert Smith Freehills funds and assists graduates at the firm who need to complete practical legal training to gain admission to practice.

# GADENS

## **What does Gadens value the most in its applicants?**

Gadens is looking for students who have performed well in their studies, are passionate about the law and are eager to work in a team that is committed to their clients, staff and the community. Innovation is fostered at Gadens and we are seeking clerks who embody our core values - intellect, collaboration, openness, integrity, respect and excellence.

## **How would you describe the culture of Gadens? What differentiates Gadens from other commercial law firms?**

At Gadens, everyone has a voice and your experiences, knowledge and insight will be valued and respected. By actively engaging with our people we promote individuality and diversity, while instilling pride in the firm and our collective values.

Fresh thinking and new ideas are championed daily. We collaborate, listen and engage to work through issues together. Our unwavering commitment to our clients and the community ensures not only good outcomes, but a genuine personal interest that is tangible throughout our work. We value the relationships we build, not just the matters we work on. Fun is also strongly on the agenda. We believe a lively workplace reduces stress, improves learning and increases productivity and creativity.

If you are prepared to be challenged, empowered and inspired then Gadens is the place for you.

## **How does Gadens invest in its people, and encourage career progression within the firm?**

Specifically for our clerks, our hands-on Learning and Development program, Gadens Legal Laboratory, combines legal expertise, commercial know-how and innovation. We also offer an Elite Mentoring Program that extends beyond the clerkship; our clerks continue to receive mentoring from a senior lawyer for a 12 month period post their clerkship.

More broadly, Gadens' Learning and Development program engages all levels of the firm in formal training which ensures our staff are technically proficient and developed in all aspects of their role, setting the tone for legal excellence.

Gadens also encourages you to take charge of your professional development. Staff have access to a broad range of workshops and CLEs to facilitate personal and professional development.

Gadens provides secondment opportunities with our major clients and are also happy to explore opportunities in disciplines beyond law that enrich your capacity for personal growth.

## **What interesting matters has Gadens worked on recently?**

As a full services firm, we work on matters across many industry sectors and practice areas. Recently, one

of our most high profile cases has been Gadens representation of the Greyhound Racing New South Wales (GRNSW) in the Special Commission of Inquiry into the Greyhound Racing Industry in New South Wales (SCOI).

The SCOI commenced on 6 May 2015 following the airing of the ABC's Four Corner's report - Making a Killing (Report). The Report showed footage taken by hidden cameras showing greyhound owners and trainer engaging in the illegal use of live animals to train greyhounds. This barbaric practice, called live baiting, has been outlawed by the cruelty to animals legislation for many years, yet continues to be used in rural parts of Australia. Understandably, there was significant public outrage following the airing of the Report.

The SCOI, headed up by former High Court judge the Honourable Michael McHugh AC QC, is mandated to consider significant issues including:

- whether the greyhound racing industry should continue to exist in NSW; and
- GRNSW should continue to exist in its current form.

These issues impact on the function of the GRNSW and will determine whether the organisation should continue to exist. The findings of the commission are expected in late May 2016. Another matter receiving substantial public interest is that of the Rinehart family dispute. Gadens acts on behalf of Ginia Rinehart, the daughter of Gina Rinehart, in Federal and Supreme Court proceedings commenced by Bianca Hope Rinehart and John Langley Hancock against Gina Rinehart, Ginia Rinehart and various other parties.

### **What kind of work will young lawyers be exposed to at Gadens? Are there secondment and international opportunities?**

A Gadens' summer clerkship offers you a unique and highly-professional program that cultivates the skills and attributes you will need to launch your legal career. You are given a seat at the table from day one with the opportunity to learn from Australia's foremost lawyers and work with a client base that resembles the who's who list of the ASX Top 200 companies. You will be sent on a week-long secondment to one of the firm's high profile clients. There, you will be immersed in the culture of our client's business and obtain a first-hand understanding of the relationship between law firm and client.

Your clerkship at Gadens is the gateway to your legal career. We fill our graduate positions primarily through the summer clerkship program. Our 18-month graduate program consists of rotations in any of our practice areas. We have an elite graduate learning and development program and offer financial support to eligible graduates to complete their PLT. Following completion of the program graduates are progressed to Solicitor and form part of Gadens Lawyers Network.

The firm provides opportunities for young solicitors through to senior partners, to work in our interstate offices and offers secondments with our major corporate clients.

aspire. contribute. thrive.

■ HDY stood out to me as the perfect place to work with impressive lawyers and clients in a warm, friendly environment. ■■

From the beginning of the clerkship application process, Henry Davis York stood out to me as the perfect place to work with impressive lawyers and clients in a warm, friendly environment.

HDY prides itself on its work in the government sector and financial services. I learnt so much about the variety of work that a commercial law firm can offer and what the life of a young lawyer really entails. I was excited to finally apply my law degree to real world problems as the firm put considerable effort into integrating the clerks so that we could make a meaningful contribution.

A highlight of my experience was meeting such a fantastic bunch of people including fellow clerks, lawyers and clients of the firm. In each of my three rotations, I was lucky to be mentored by young lawyers, senior associates and partners who were all very approachable and attentive. They made sure that I was taken along to court, meetings with clients, settlement conferences and briefings with counsel and also worked closely

with me in the office on various tasks that I was given. After speaking with all the other clerks too, I realised this was not only my experience as the firm placed heavy emphasis on providing support to all of us.

Collaboration in the office extended after work hours as the clerks had the opportunity to attend a variety of sporting and social events organised by the firm and inter-firm social committee. As someone who is not from Sydney, I loved these events and the chance to get to know all the other clerks better not only from HDY but from some of the other law firms as well.

I could not recommend the HDY clerkship enough to gain valuable experience in corporate law and have a lot of fun along the way

Anna Gruen  
Summer Clerk - HDY 2016



Carly Miles  
Graduate Recruitment Manager  
61 2 9947 6532  
summerclerks@hdy.com.au

# HENRY DAVIS YORK

summerclerks

**aspire.** what are your hopes and ambitions for the future? **contribute.** how will you make a difference to HDY, our profession and our community? **thrive.** what do you need to reach your full potential?

## Who are we?

Henry Davis York is an independent Australian law firm with talented lawyers and other professionals. Our clients are primarily from the financial services and government sectors. We are also proud to work alongside an impressive list of clients from other sectors to achieve their objectives. We do this in a way that clients and staff alike enjoy the HDY experience and choose us as their preferred legal services provider.

Our clients include the big four Australian banks, global investment banks, insolvency & accounting firms, fund managers, property developers, manufacturing companies, regulatory bodies and government agencies.

We offer our clients a wide range of legal services from the following practice areas:

- Banking & Finance
- Construction & Major Projects
- Corporate/ M&A
- Dispute Resolution
- Government Inquiries, Commissions & Inquests
- Insurance
- Intellectual Property
- Investments and Financial Services
- Property, Environment & Planning
- Restructuring & Insolvency
- Tax
- Technology
- Workplace Relations & Safety

## What's it like to be a summer clerk at HDY?

OUR PROGRAM	WHAT THIS MEANS FOR YOU
Comprehensive orientation program during which you will attend training sessions and meet the people you will be working with.	You will be ready to hit the ground running from day one and be given the opportunity to contribute and make a difference.
Rotations through 3 practice groups of your choice.	You will enjoy hands-on experience in the areas of law most relevant to helping you with whatever you aspire to achieve.
Supervision, advice, training & feedback from partners, senior associates and a mentor.	You will be well supported and developed throughout your time with HDY to help you thrive.

## What are we looking for in a summer clerk?

The quality of our people is the key to our success. Recruiting the right people at every level is therefore a critical part of our strategy. Our summer clerks become part of the HDY team and contribute to our growth and culture from day one. So, they must be:

- Self-driven, highly motivated and eager to develop and take on responsibility.
- Energised by being part of a team and focused on "we" rather than "I".
- Respectful of others and respected by others.

A successful candidate will have a solid academic record, some relevant work experience, demonstrated leadership skills and a keen interest in commercial law.

## Why should you apply for our program?

We understand what you are looking for in a summer clerk program. We listen to what our summer clerks tell us about their experience with us and how we can build on it each year. This means we know what's most important to you and our program delivers this for you:

- Exposure to high quality, meaningful work.
- The opportunity to contribute and take on responsibility as part of a team.
- A supportive, collaborative environment where your contribution matters and which fosters your development.
- The chance to work with motivated and talented lawyers and have fun too.

a.c.t now

visit our website to apply and start your career with HDY

15 June – 17 July 2016

[www.hdy.com.au/summerclerks](http://www.hdy.com.au/summerclerks)



# LAUNCH



**LAUNCH YOUR CAREER WITH THE  
GAME-CHANGERS OF AUSTRALIAN LAW.**

TO FIND OUT MORE VISIT US AT [ME.GTLAW.COM.AU](http://ME.GTLAW.COM.AU)



A large, bold, white text 'Launch.' is overlaid on a blue rectangular background. The background image shows a group of people in business attire sitting and talking in a modern office setting.

## JOIN THE GAME-CHANGERS OF AUSTRALIAN LAW

Gilbert + Tobin's clerkship program gives you direct access to market leading transactions and matters. You'll work with partners and lawyers in an informal setting, allowing you to challenge yourself and develop your legal skills.

At Gilbert + Tobin's office in Sydney our clerks complete a 10-week placement that consists of two five-week rotations across the firm's practice areas. As well as becoming immersed in their areas of interest, our clerks have the opportunity to contribute to the Pro Bono group and Knowledge Management practice.

During the rotation each clerk is assigned a supervising partner, mentor and buddy to assist with on-the-job training.

We also have a tailored learning and development program to ensure our clerks are building on their legal knowledge and business acumen.

The G+T clerkship experience is open to students in their penultimate year of study. We're looking for ambitious, bright, friendly and enthusiastic individuals who will thrive in an environment of integrity and respect, innovation and legal excellence.

Applications for 2016-17 clerkships in our Sydney office are open from Wednesday 15 June 2016.

For more information about applying for a clerkship or for program dates please visit [me.gtlaw.com.au](http://me.gtlaw.com.au), or contact Kristie Barton on 02 9263 4575 or at [clerkships@gtlaw.com.au](mailto:clerkships@gtlaw.com.au).

“The clerkship at G+T exceeded all of my expectations. The teams involved me in all aspects of their work and provided me with a real sense of what it is like to work in a top corporate law firm. In only 10 weeks, I had opportunities to attend court, observe client meetings, draft memos for partners and more. In addition to facilitating my learning, the firm created a fantastic social environment for the clerks. My social calendar was constantly swamped and I could not have asked for a better group of people to work with.”

Adam Brieger, 2015 Sydney Summer Clerk

## **What does Gilbert + Tobin value the most in its applicants? How do you balance and prioritise students' grades, legal experience, and extra-curricular commitments?**

We're not a prescriptive firm when it comes to our people; we invite individuality and diversity. While strong results count, we delve beyond your academic achievements to ensure we find candidates that align with our firm's culture and values.

At G+T we hold ambition, imagination, creative thinking and entrepreneurial spirit in high regard. Our people are collaborative, passionate and dedicated but most of all they enjoy what they do and never forget to have fun. We seek clerks and graduates that will complement our practice groups and don't feel the need to take themselves too seriously – just like us!

## **How would you describe the culture of Gilbert + Tobin? What differentiates Gilbert + Tobin from other commercial law firms?**

G+T presents a unique opportunity for you to make a name for yourself through the matters and transactions you work on, with personal accountability yet supported by those around you.

As a younger organisation that has built its success on legal excellence and entrepreneurial drive, G+T is energetic and passionate. We are non-bureaucratic and value diversity, individuality, innovation and fun. We have a long heritage of giving back to the community through our Pro Bono practice and corporate social responsibility initiatives.

Joining a smaller firm with an open, entrepreneurial culture makes it easier for you to work closely with the firm's highly talented partners and senior lawyers. This is reinforced by structured mentoring programs, office share arrangements and direct contact with clients. Law students and graduates working at G+T often comment on the exceptional level of personal engagement they experience from the firm's professionals.

“Your colleagues are genuinely interested in who you are, what you are doing and what you are learning. This collegiate and supportive environment has made learning really easy, and I wasn't expecting to get along with so many people so quickly.” – Tom Abraham, 2015 Summer Clerk

## **How does Gilbert + Tobin invest in its people, and encourage career progression within the firm?**

At G+T, we consider continuous learning to be a critical component of your professional and personal career development.

The firm's learning courses improve the technical, legal and business skills of our lawyers at all stages of their careers. We use a variety of teaching techniques, including at-desk instruction and mentoring, classroom-based training and experiential learning.

Formal training is only one element in your development of strong legal skills. For this reason, we place considerable emphasis on practical, one-on-one learning with managers, senior lawyers and partners. Lawyers are also encouraged to attend relevant external seminars.

Mentoring is an important aspect of graduate life at G+T. You'll be paired with a more experienced lawyer who will mentor and guide you through your rotations and your transition into a practice area. You can look to your mentor to assist you in establishing relationships firm wide and for ongoing support as needed.

We encourage our lawyers to undertake postgraduate study. This includes offering funding assistance for masters' degrees and other postgraduate courses as part of our ongoing commitment to your continuing education. While studying, you will also be offered study leave to complete essays and attend exams.

For our graduates we fund Practical Legal Training (PLT) through our tailored in-house program and the College of Law. Graduates are provided with PLT exam and study leave and are supported the whole way through by a dedicated PLT mentor. Our graduates also benefit from a tailored Younger Lawyers training program. This starts with a concise introduction to G+T's areas of specialisation and includes core skills training you will require as a lawyer.

Each year we award a scholarship of up to \$10,000 to support a lawyer studying at any educational institution in the world in a subject area of their choice, which complements their legal career and aspirations. Past scholarship winners have studied at prestigious institutions in the United Kingdom, United States and Hong Kong, including:

- University of Oxford
- London School of Economics
- Columbia University
- Harvard University
- New York University
- Stanford University
- University of Florida
- Duke University.

### **What interesting matters has Gilbert + Tobin worked on recently?**

#### *Foxtel/Ten Network*

Advised Ten Network on its strategic arrangements with Foxtel. Despite a large number of objections, skeptical press and an initially skeptical ACCC, Gilbert + Tobin managed to secure clearance of the arrangements for Ten on an unconditional basis. The transaction required a convincing analysis of the impact of new media

on free to air and pay TV players to dispel concerns about media concentration in a small market like Australia, based on past history in the traditional media markets.

#### *Qube Consortium*

Acted as advisors to Qube as part of a consortium on the proposed joint acquisition of Asciano Limited for \$9.05 billion. The consortium consists of GIP, CPPIB, Brookfield infrastructure and a number of sovereign wealth funds. Gilbert +Tobin was the lead advisor to the consortium for ACCC competition clearance.

#### *Rio Tinto*

Advised on the recent landmark deal with Accenture, involving the transformation of Rio Tinto's core enterprise IS&T systems to a global "As-A-Service" offering, based in the Cloud. This is one of the largest As-A-Service cloud projects undertaken in the Asia Pacific region to date.

#### *RiverCity Class Action*

Securing a AUD\$280 million settlement – the largest settlement of a misleading and deceptive conduct claim in Australian corporate history – for the RiverCity companies in proceedings against AECOM Australia in the Federal Court of Australia in relation to Brisbane's Clem 7 Tunnel.

#### *Telstra/Pacnet*

Acted as Lead Counsel for Telstra on its US\$697 million acquisition of the Asian based telecommunications and services provider Pacnet by way of merger under Bermudan law.

#### *TransGrid*

Advised a syndicate of 12 senior financiers regarding senior secured debt funding of the winning consortium bid for the privatisation of the TransGrid electricity transmission network, by way of a 99 year lease from the NSW Government. This was one of the largest financings ever completed in Australia, with Gilbert + Tobin completing the financing in 3 weeks from the announcement of the winning bid. Gilbert + Tobin advisors were awarded M&A Deal of the Year for work on TransGrid in the 2015 Project Finance International Awards.

#### *Wesfarmers Limited*

Advisors to Wesfarmers Limited on its US\$100M acquisition of a 13.7% interest in Quadrant Energy Holdings Pty Ltd. This was Wesfarmers first investment into the upstream oil & gas sector. Gilbert + Tobin were the exclusive legal adviser to Wesfarmers on this transaction, providing due diligence across various aspects of the transaction and purchase negotiation.

#### *Woolworths Holdings (South Africa)*

Advised on Woolworths \$2.15 billion acquisition of David Jones by scheme of arrangement and acquisition by takeover of minorities in Country Road.

## **What kind of work will young lawyers be exposed to at Gilbert + Tobin? Are there secondment and international opportunities?**

We work on many of Australia's largest, most complex and ground breaking deals.

At G+T it's likely that a significant proportion of your time will involve working on cross-border transactions and domestic deals in other jurisdictions as well as in Australia. As a result of our international work commitments, the opportunity for travel is available to our lawyers and business operations specialists.

We also offer our lawyers a range of international secondment opportunities to other leading independent corporate law firms around the world. Through secondment opportunities lawyers are able to work in-house both locally and internationally to help expand their understanding of our clients and gain a greater understanding of relevant industry sectors.

Graduate lawyers in our Sydney office complete a formal graduate program consisting of two, nine month rotations. During your rotations, you'll work directly with partners and lawyers and be actively involved in matters pertaining to your practice area. This experience is complemented by a comprehensive program of professional and business development, knowledge management and pro bono work.

Each year we offer one of our graduates the opportunity to undertake a 10 month international secondment with Japanese law firm Anderson, Mori and Tomotsune, one of the largest and most diversified corporate law firms in Tokyo.

# King & Wood Mallesons

KING & WOOD  
MALLESONS  
金杜律师事务所

The Power of Together

## What do we offer?

King & Wood Mallesons is helping clients across the globe to make smart choices to shape their future success. As a global law firm, over 2,700 lawyers in more than 30 international offices are cutting through the challenges facing business and providing commercial solutions that are transforming the way legal services are delivered. Our ability to connect emerging opportunities with market leading capability is pushing the frontiers of what can be achieved - connecting Asia to the world, and the world to Asia.

We differentiate King & Wood Mallesons through our people. Working in collaborative, flexible teams we apply our expertise in connecting with and caring for our clients, standing in their shoes, understanding what they want and then going 'all out' to deliver.

### Key statistics:

- Global top 25 firm by revenue and a global top 10 firm by lawyer numbers;
- US\$1.037 billion global revenue;
- More than 30 international offices;
- 590+ partners and more than 2200 lawyers to create one of the (largest international legal networks in the Asia region);
- More than 80 global awards in 2014
- #12 global legal brand and #2 global brand in Asia\*
- Our clients range from a mix of global financial and corporate powerhouses through to the new industry-makers and all levels of government (some for over 200 years); and
- We are the only law firm able to practise Chinese, Hong Kong, Australian, English, US and a significant range of European laws.

\*Source: 2015 Acritas Sharp Global Elite Brand Index and Acritas Asia Pacific Law Firm Brand Index

### Regional Presence

The King & Wood Mallesons network extends across the following regions:

- Asia Pacific (Australia, Mainland China including Hong Kong, Japan, Singapore)
- Europe
- Middle East
- North America

### Our Seasonal clerkship program

Applications open: 15 June 2016

Applications close: 17 July 2016

How to apply: Via our online application system at [kwm.com/careers](http://kwm.com/careers)

We offer clerkships so that you get a clear picture of what it's like to be a lawyer at King & Wood Mallesons. You'll get to know our people, the way we like to work, our culture, practice areas, clients and more. For many, the clerkship is the first stage of continuous development at King & Wood Mallesons.

### Details of the Seasonal Clerkship Program

We've designed a program to help you make the most of your time with us. During your clerkship, you'll learn:

- The day-to-day skills to get you started – taking instructions, meeting with clients, drafting memos and documents, managing your practice and professional relationships.

- The core practice teams at King & Wood Mallesons – who they are, what they do, how they're structured, the clients they work for, and of course, your role within them.
- Our culture – working within your team, you'll be exposed to (and encouraged) to get actively involved in the many activities and events that help create our unique culture.
- Our people – you'll find that people from every part of the business will help you along, sharing their knowledge, ensuring you have everything you need to fit in, and do well.

### Your role

Clerks usually work in one or two different practice groups, depending on the length of the clerkship.

You'll be allocated a supervisor in each of your practice groups and you'll work closely with the partners, senior associates and solicitors in that team. It's a hands-on role, so you'll not just be watching from the sidelines.

### Contact



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[www.kwm.com](http://www.kwm.com)

Visit our Facebook page [facebook.com/KingWoodMallesons](https://www.facebook.com/KingWoodMallesons)



# Q&A with the summer clerks in Canberra



**Joyce Xu, Naomi Wootton, Andreas Sherborne and Caitlin Rodgers** all joined King & Wood Mallesons, Canberra as summer clerks in 2015.

This time last year we were in the same position as you are now trying to decide which firms we should apply for and how to tell them apart. In this article we'll endeavor to answer some key questions about our experiences as summer clerks that hopefully will assist you while you go through the application process.

## What type of matters did you work on as a summer clerk?

One of the great things we discovered about KWM was the level of integration between the different KWM offices. During our clerkship, we all worked on matters which involved teams from all across Australia. For example, we all worked together with the telecommunications team from the Melbourne office on a major national telecommunications project. This was incredibly exciting given its national significance and we definitely got 'deal buzz' as a result of meeting some tight deadlines.

We were all extremely impressed with the variety of tasks we were given, and really appreciated everyone in the office making us feel like capable and valuable team members.

**Joyce:** I worked on a variety of matters which really tested my legal analysis and research skills. The tasks I undertook included drafting various agreements including sponsorship agreements and lease contracts, researching complex legal issues, due diligence for a major property transaction and advising on the commerciality of a lease. I also helped with many pro-bono projects and even got to try my hand at some law reform!

**Andreas:** I rotated through Dispute Resolution and Mergers & Acquisitions during my clerkship and had the chance to work on some very different types of matters. In DR, I was involved in several settlements and mediation conferences, actively worked with briefing counsel and even went to the High Court to report on the outcome of a major commercial judgment. In M&A, I was tasked with a lot of front end transactional work, including drafting contracts and preparing advices to both private and public sector clients. Throughout the clerkship I was also involved in plenty of pro-bono work and legal research. Overall I felt I gained a great sense of the work that goes on at KWM.

## Law firms all seem the same, why King & Wood Mallesons?

**Joyce:** Having completed a commerce degree, I was really interested in working on big commercial transactions. However, I did not want to give up the Canberra lifestyle. KWM Canberra was the best fit for me because of its greater focus on private sector commercial work than a number of other firms in Canberra.

**Naomi:** I chose KWM because of the people! For me, the people you work with can make or break your experience at a workplace, and all of the people I met throughout the clerkship were so nice and welcoming. I was

also impressed with the quality of the work that KWM did and its reputation as a world-class international firm.

We all agreed that another reason we chose KWM is because it is headquartered in Asia and has a strong international presence. We also loved that there is a huge emphasis on staff mobility. The people we met through the clerkship process were all from such diverse backgrounds and all had been given the opportunity to do so many interesting things with KWM. Most of all, their willingness to take an interest in us and answer questions made us feel welcome and appreciated throughout the whole interview process and clerkship.

## How did you get up to speed quickly?

Before starting the clerkship we were worried that we wouldn't be able to do the tasks we were given. Any worries we had were quickly dispelled when we learnt just how extensive and in-depth our induction program was and how this teaching would continue throughout our clerkship.

For the first week of the clerkship we attended several comprehensive training sessions designed to develop our commercial knowledge and practical legal skills. We took part in workshops that taught us how the amazing document management system worked, how to draft contracts and advices and also how to approach tasks more efficiently. Additionally, the training sessions were given by a variety of people from KWM, which enabled us to meet a variety of different people in the firm - both from Canberra and beyond!

We were also given plenty of information about the different KWM practice groups and how

the firm operated both on a national and international level. It was amazing to see just how integrated the firm was within Australia, and also with our offices in Asia, Europe, the Middle East and America.

Furthermore, outside of scheduled training, the entire office was also more than happy to help with any questions or concerns we had. From day one, KWM partnered us with a development coach and a buddy. They were especially helpful in giving advice and answering the million questions we all had.

## Who do you think should apply for a clerkship at King & Wood Mallesons?

From the clerkship recruitment process, it was clear that KWM was interested in the different paths that each applicant had taken in their lives so far. We were all very different people who came from different backgrounds, had different learning styles and were interested in different areas of law.

However, there are some general characteristics that will encourage success at KWM:

- someone who enjoys working with bright, focused people will excel at KWM - teamwork and being a team player is essential; and
- those who have a passion for commerce and who bring an eye for detail to commercial complexity will excel at the firm. KWM's intricate commercial matters require a lawyer to see the big picture as well as the minutiae.

If this sounds like the clerkship you would like to experience, KWM may be the place for you.

**Joyce Xu, Naomi Wootton, Andreas Sherborne and Caitlin Rodgers**

## What does KWM value the most in its applicants? How do you balance and prioritise students' grades, legal experience, and extra-curricular commitments?

At King & Wood Mallesons (**KWM**) we value a range of capabilities, backgrounds, perspectives and experiences. We are very focussed on the individual and look for your personal excellence – whether it be technical ability, social impact or leadership.

We look for people who demonstrate an ability to work collaboratively in multi-disciplinary, multi-cultural and multi- locational teams; excellent communication skills; business acumen, curiosity, drive and resilience; an ability to embrace different perspectives and an appetite to take risks.

While academic outcomes and proficiency are of course still important, what's just as important is developing the softer 21st century skills of emotional intelligence, the ability to work in groups, to problem solve and to understand the complexities of cultural diversity.

We aim to empower you to be your best self through a range of on the job, mentoring, and formal learning opportunities. This continues throughout your career at the firm – not just during the clerkship program.

## How would you describe the culture of KWM? What differentiates KWM from other commercial law firms?

Put simply, we want to make KWM a **Great Place to Work!** We know that our people value flexibility and want increased options in relation to where and when they work, we are constantly listening and making adjustments to the way we work; it's an ongoing process but it's important to us and our clients that our people enjoy coming to work every day. The firm is making a renewed commitment to enabling and empowering our people to work in a more adaptable way that works for our clients, our teams and our staff. We are calling this **Agile Working**. We actively support and encourage different working arrangements such as shifting working hours during projects and transactions, working from home with the day and frequency changing based on team and client needs, shifting work schedules to accommodate a sporting or social commitment, or sitting with a different team during a project or transaction.

The firm believes in team work and the 'Power of Together'. We are not a collection of siloed practices, but work closely across the network to pursue client opportunities. We have a high performance culture where our results are realised through collaboration, innovation and engagement.

## How does KWM invest in its people, and encourage career progression within the firm?

Most lawyers join KWM as seasonal clerks or graduates and we are committed to supporting the wide variety of career options which are of interest to lawyers in today's competitive global market. We acknowledge that

career paths are as individual as the people pursuing them. That's why the firm offers a broad range of career development opportunities to help you to acquire skills and experience that assist you in achieving your career goals and objectives some of these include:

- **Rotations** - Graduates participate in a rotation program which consists of 3 rotations of 6 months duration for each rotation. The benefit of the rotations program is that it provides graduates with an opportunity to 'test the waters' in various practice groups before deciding which area they will practice in long term.
- **Inter-office/team transfers and project work** - The firm encourages the mobility of staff across teams and centres in line with business needs.

### What interesting matters has KWM worked on recently?

King & Wood Mallesons works on interesting matters all the time. Some of the recent matters that we have worked on are listed below.

KWM Canberra acted on the Establishment of Canberra's Innovation Network (**CBRIN**) which is an ACT Government funded company established to encourage the innovation ecosystem in the ACT and surrounds. Some of the founding members include CSIRO, UC, ANU, UNSW and NICTA. In January 2016 we were joined by CIT. After advising on the establishment KWM has continued to provide legal services to CBRIN & new start-ups. This year KWM became a Gold Support Partner with CBRIN to ensure we continue to support innovation in Canberra.

KWM Canberra acts for the Commonwealth Department of Industry, Innovation and Science in merits review matters in the Administrative Appeals Tribunal (**AAT**) that relate to the Research & Development (**R&D**) Tax Incentive. The R&D Tax Incentive is a program that allows companies to claim a tax offset for expenditure on eligible R&D activities. The Department plays an administrative decision-making role under the program, determining (amongst other things) whether or not activities meet the definition of eligible "R&D activities".

KWM has also recently been advising Travelex on the sale of its Currency Select business to Global Blue via a competitive sale process which signed on 1 April 2016. This significant cross border transaction required the navigation of regulatory and cultural issues in multiple jurisdictions.

On 11 April 2016, Telstra signed a \$1.6B HFC Delivery Agreement with nbn under which Telstra agreed to assist nbn with planning, design, construction and construction management within the footprint of the existing Telstra HFC network. One of the key features of this, and the previous nbn deals, has been the way that all parts of the firm have come together to deliver outstanding and seamless client service. This was a national collaboration with the help of key team members from Brisbane, Canberra, Melbourne and Sydney.

## What kind of work will young lawyers be exposed to at KWM? Are there secondment and international opportunities?

KWM has designed a clerkship program that will help you make the most of your time while at the firm. The clerkship program will provide you with an opportunity to experience firsthand what is involved in being a lawyer at KWM.

Our graduates participate in a targeted development program which provides a practical business foundation for junior lawyers. While on the program you'll receive meaningful work from a range of partners, senior associates and solicitors from different practice areas. You will have the opportunity to have client contact and gain an in-depth understanding of how our clients operate in a commercial and regulatory environment. This entire experience is supported by an extensive learning & development curriculum, which consists of three exciting educational programs. These include:

- **Launch** is our graduate induction program delivered to provide an overview of the firm & the way we operate, our people and the information and skills needed to get the best out of our graduate program.
- **Pathways** are our practice group sessions which provide legal knowledge and skills required specific to the practice group the graduate is currently rotating in.
- **Legal Fundamentals** is a program that runs throughout the entire duration of the Graduate Program. This training ensures that our graduates acquire the core legal skills and knowledge every solicitor should have irrespective of the area of law they're practicing e.g. legal research, statutory interpretation & legal drafting.

KWM ensures that all our graduates meet the practice requirements for admission to legal practice. Practice Legal Training (**PLT**) is delivered online, it is a customised, in-house program conducted in association with the College of Law and aligned with the work conducted by our graduates.

As part of the graduate program, you are also able to apply for a six month secondment to one of our national or international offices. Since May 2015 we have had 20 graduates participate in inter-office secondments. To support our global integration efforts, the firm has a "One Hundred Person Plan" which focusses on having 100 partners, lawyers and staff from each region of the firm working in another international office. To further support the integration, our junior solicitors have the opportunity to participate in our Junior Cultural Exchange Program – a virtual buddying program that connects junior solicitors from our China and Australian offices.

These programs help to cultivate a global mindset, develop cultural intelligence and strengthen people to people connections across our global firm.



# K&L GATES

## GROW YOUR CAREER

Law firms all say the same things.  
But what if there were a law firm that  
really is different from the others?

At K&L Gates, we are a global community of  
entrepreneurs and self-starters, we are focused on  
innovation and we reject the “that’s the way it’s  
always been done” mentality. We are all in it together  
and genuinely enjoy working with each other and for  
our clients.

### LEARN WHAT MAKES OUR GLOBAL LAW FIRM DIFFERENT.



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in the Gold Category.\*

\* Law firms with more  
than 500 employees

## SYDNEY

### Application Dates

Clerkship applications open:  
15 June 2016

Clerkship applications close:  
17 July 2016

# K&L GATES

## **What does K&L Gates value the most in its applicants? How do you balance and prioritise students' grades, legal experience, and extra-curricular commitments?**

We believe in hiring individuals who will become a part of our collaborative, committed and diverse team.

To be successful at K&L Gates you will have:

- Leadership experience: You're a self-starter committed to personal and professional development. And you've demonstrated initiative, tenacity and potential.
- Curiosity: You're a strategic thinker who solves problems creatively.
- Maturity: You possess sound judgment and have excellent people skills. You're confident and professional.
- Passion: You must be dynamic, enthusiastic and excited about our firm.
- First class communication skills: You possess the ability to speak and write clearly and intelligently.
- Attributes of a team player: You're approachable and enjoy participating in group activities. You're a good listener. And you're always willing to share thoughts and ideas.

Solid academic results are important but to be a successful lawyer you need to demonstrate talent and skill in a variety of areas. You need to be able to demonstrate in your application commerciality, logic and attention to detail, as well as an enthusiasm for delivering exceptional service.

## **How would you describe the culture of K&L Gates? What differentiates K&L Gates from other commercial law firms?**

There are many law firms to choose from. But what if there were a law firm that really is different from the others?

Law firms often talk about many of the same things - having great lawyers, delivering excellent client service, offering global capabilities. At K&L Gates, we consistently provide all those things to clients, and indeed, we often surpass expectations in those areas. But that's what we do - it isn't who we are.

K&L Gates is about more than practicing law or making a living. It's about building something amazing - creating a legacy for you, the firm, our clients and the communities we serve. We thrive in an inclusive and socially conscious environment that embraces our diversity and takes a holistic approach to the career evolution of all our professionals, an approach that ultimately enables us to serve clients more effectively. Here you can make a difference, lead the way, and let your innovation shine.

We are all in it together. We come up with big ideas and then roll up our sleeves to get the job done. We are a global community of entrepreneurs and self-starters. We are nimble and ambitious with a high level of integrity, resolve, and strength of character. Although we take pride in our willingness to run through walls for clients, we also value the importance of laughing with clients, colleagues, or friends. We genuinely enjoy

working with each other and for our clients. We expect you to work hard, but we don't want you to be a robot.

We have doubled in size in the last decade. You don't do that by waiting for someone to show you the way. There is no "that's the way it's always been done" at K&L Gates - instead we have adapted and evolved as we've experienced our exponential growth. We guide our clients through their most complex legal issues while they shape their futures, businesses and industries. The net result of building a unified and globally integrated law firm is that we are confident that we can do this better than our competitors.

At K&L Gates, we are looking for smart, imaginative and hard-working people with diverse backgrounds, experiences and ideas to join us. Perhaps our search for talented visionaries and your search for important and impactful work lead to the same place. And hopefully, you'll agree that we are different from all the other law firms - and the right place for you to grow your career.

### **How does K&L Gates invest in its people, and encourage career progression within the firm?**

Our strong focus on training and professional development will continue throughout your legal career with K&L Gates. This is offered through continuing legal education, professional development training programs, coaching and on-the-job training. We offer a range of professional and personal development opportunities to support our people in reaching their full potential. At K&L Gates you will participate in a comprehensive induction program that continues throughout your clerkship and the graduate program to learn important skills to lay the foundations for a successful legal career. You will work closely with partners, senior associates and have the support of a junior lawyer or trainee lawyer as a buddy.

We offer regular Continuing Legal Education sessions led by specialists sharing their knowledge and experience; assistance for further study; and access to courses and seminars relevant to your professional and personal development needs.

In addition to professional development programs, you will have many opportunities to be involved in an array of firm events and activities to match your interests, whether they be business or community focused. There are also a number of social and sporting activities that are organised to help you to network with others across the firm and, most of all, have fun!

### **What kind of work will young lawyers be exposed to at K&L Gates? Are there secondment and international opportunities?**

During your clerkship and graduate program at K&L Gates, you will benefit from being involved in real legal work. This will include participation in client meetings and court visits, research and drafting of advice and general support within one or more of our practice areas. You will also be encouraged to get involved in community projects and initiatives, pro bono work and cross-border transactions and opportunities to connect and build relationships with our large network of global offices.



# Destination. Maddocks.

**Dale McQualter**, Lawyer, Melbourne

*'My career journey began as a member of Victoria Police, where I was a Detective with the Homicide Squad and Purana Taskforce.'*

*'Maddocks appointed me as a graduate lawyer in 2013. In my graduate year, I experienced working in the Property, Construction & Projects and Employment, Safety & People teams. As a first year lawyer I was fortunate to start my legal career with the latter. The experience and skills gained in my life before becoming a lawyer have enabled me to take the lead in many matters I advise on including litigation, and I've also been seconded to the legal office of the Commonwealth construction industry regulator – Fair Work Building & Construction.'*

*'Maddocks has offered me great flexibility in being able to work part-time to care for my two-year-old son one day per week.'*

**Maddocks is my destination.**



**Maddocks**

 [maddocks.com.au/careers](https://maddocks.com.au/careers)

 [linkedin.com/company/maddocks](https://linkedin.com/company/maddocks)

# MADDOCKS

## **What does Maddocks value the most in its applicants? How do you balance and prioritise students' grades, legal experience, and extra-curricular commitments?**

We are not looking for a specific stereotype and will consider each application in its entirety to determine whether the applicant has strengths and qualities that are compatible with the firm's core values. We look for students who have a well-rounded experience and approach to life, who not only have the right academic ability but who also fit the firm's culture and values.

## **How would you describe the culture of Maddocks? What differentiates Maddocks from other commercial law firms?**

Our firm culture is very important to us and we work hard to sustain it. As an example, we take very seriously the health and wellbeing of our people. That is why we have just been recognised again by the Workplace Gender Equality Agency as an Employers of Choice for Gender Equality (EOCGE) for 2015 – the 12th consecutive year we have received this citation.

We believe the unique position that Maddocks has in the market provides seasonal clerks, graduates and junior lawyers with the opportunity to work on high quality complex matters, take real responsibility and have genuine contact with clients at an early stage of their career.

## **How does Maddocks invest in its people, and encourage career progression within the firm?**

Training for graduates and clerks includes regular sessions, both internal and external, for all areas of practice. There is a comprehensive internal training program with monthly CLE sessions run by either Maddocks lawyers or external providers.

We also offer specialised training on basic practice management issues such as time management, communication skills and dealing with the office environment. The firm actively encourages further study and provides financial support, as well as study leave for relevant post-graduate qualifications. Each lawyer is encouraged to hold professional memberships and the firm pays for one such memberships per person.

## **What kind of work will young lawyers be exposed to at Maddocks? Are there secondment and international opportunities?**

Graduates at Maddocks have the opportunity to work with a fair amount of autonomy on high quality, complex matters, and have contact with clients where appropriate. Often there is the opportunity for graduates to complete a rotation in Sydney or Melbourne.



MinterEllison

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MinterEllison

Collaborate

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

**IT ALL  
STARTS  
HERE**



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## **What does Minter Ellison value the most in its applicants? How do you balance and prioritise students' grades, legal experience, and extra-curricular commitments?**

### **You should consider a career at MinterEllison if:**

- Your passion for excellence leads you to winning solutions.
- You apply technical thinking through the prism of commercial advice.
- Building relationships excites you. You see yourself outside the office, working in partnership with clients.
- You think outside the box and embrace new ideas.
- You want to feel empowered and be part of a high performing team.
- Collaboration and inclusiveness are principles you value.
- You're looking for a Firm with a clear game plan.

If you start your career at MinterEllison, your experience in the first few years will be full of challenging and exciting work, support and mentorship, and professional and personal growth, all the while having the opportunity to develop new networks and friendships.

## **How would you describe the culture of MinterEllison? What differentiates MinterEllison from other commercial law firms?**

### **Achieve early success through fast tracked career opportunities**

- With MinterEllison you come first we go beyond understanding that our people are our greatest asset. We have invested heavily in understanding how best to capitalise on the unique and diverse range of expertise that our people bring to the firm
- We are committed to ensuring that Partnership is available earlier in your career than that of a traditional firms and we are focussed on ensuring that you are partnership ready when the time comes.

### **Diversity & Inclusion**

We believe diversity is about creating a high-performance culture that values individual contribution, teamwork, innovation and productivity regardless of background, ethnicity, disability, gender, faith, sexual orientation or family structures. Diversity and inclusiveness are at the core of our values and we firmly believe our people should be able to bring their whole self to work. We are committed to leveraging the advantage of a diverse and inclusive workforce and actively promote an inclusive work culture through our Empower Program, our Pride Respect & Inclusion at MinterEllison (PRiME) network as well as numerous internal training sessions and related resources.

### **Flexible work practices**

We support a range of flexible working arrangements, including part-time, job-sharing, variable start & finish times and work from home. We also offer unpaid leave for special requirements not covered by our usual leave policies.

Typically this may cover study, overseas work experience, judges associateships and personal emergencies.

## **How does MinterEllison invest in its people, and encourage career progression within the firm?**

We invest heavily in the development and empowerment of our talent through our carefully designed clerkship and graduate programs, and look to give graduates opportunities to collaborate, innovate and inspire from day one. This investment includes a number of MinterEllison's career development initiatives that drive our success with clients, our growth, and our unique culture.

### **It begins with our clerkship program**

Our clerkship program offers critical and meaningful work experience, structured by a comprehensive orientation program and learning on the job to build both technical skills and commercial knowhow. Even at this stage, our clerks work closely with partners and lawyers on active matters, giving you exposure to complex and challenging work, whilst also being offered opportunities for more structured learning and development.

### **And really gets going for those who join our graduate program**

MinterEllison's clerkship program is the main starting point for our graduate positions in all offices, however we do recruit graduates who have not undertaken a clerkship at the firm. If you are successful in moving through to our graduate program, then a whole world of opportunity awaits you. Here's a quick overview of what's involved:

- You will quickly feel the firm's commitment to building high performing teams and individuals. Through our development initiatives, we promote comprehensive and multi-faceted programs to empower our people to follow their chosen pathway. We also work closely with high performers to fast track their career success. With a strong focus on developing tailored pathways you will receive the guidance, training and experiences you need to excel.
- We enable and encourage flexible and agile learning through the program by allowing graduates the opportunity to work with a range of partners across the firm and across our nine business units. It's about maximising your exposure to subject matter experts, mentors and thought leaders who play a critical role in your professional development.
- "Stretch learning" is a core part of the program – we offer active and on-the-job challenges, supported by one-on-one mentoring, creativity and innovative thinking, relationship-building skills, commercial awareness and problem solving. This type of action learning occurs throughout the office and offsite with clients.
- Classroom learning, through our Practical Legal Training (PLT) program incorporates a wide range of professional development activities. PLT focuses on real case studies to develop your legal and professional skills. We cover the cost of the program and make all the necessary arrangements for your application and enrolment for admission to practice.
- You'll be encouraged to work closely with other graduates and to share your knowledge and

experiences through formal and informal events. But it's not all just about work, there's plenty of opportunity to become involved in firm life through our social and sporting activities and teams. With an active and supportive culture, we encourage collaboration with your colleagues from the very start.

### **What interesting matters has MinterEllison worked on recently?**

Clients trust us with their biggest and most complex transactions, major litigation and problems that span jurisdictions. Our lawyers are legal heavyweights, innovative thinkers, strategists, and tacticians. They close deals, resolve disputes and solve problems.

During 2015, MinterEllison led some of our region's headline transactions – including the privatisation of the Ports of Melbourne and Darwin. We also acted as Australian counsel to Singapore's Ascendas Real Estate Investment Trust on its A\$1.013 billion acquisition of a portfolio of logistics properties from Singapore's sovereign wealth fund, GIC, and Frasers Property Australia – the second largest industrial property deal to date in the Asia Pacific and the largest ever industrial property deal in Australia.

Our M&A team advised on transactions that have reshaped the telecommunications landscape in Australia – TPG's A\$1.4 billion takeover of iiNet, Vocus Communications' A\$1.2 billion merger with Amcom Telecommunications and Vocus' proposed merger with M2 to create a new player in the Australian and New Zealand telco sector. We were also specialist tax advisers in a number of significant M&A transactions, including providing strategic tax advice to Federation Centres on its A\$6 billion merger with Novion Property Group and on the A\$2 billion sale by Crown Castle of its Australian subsidiary.

### **What kind of work will young lawyers be exposed to at MinterEllison? Are there secondment and international opportunities?**

Our clerkship program offers critical and meaningful work experience, structured by a comprehensive orientation program and learning on the job to build both technical skills and commercial knowhow. Even at this stage, our clerks work closely with partners and lawyers on active matters, giving you exposure to complex and challenging work, whilst also being offered opportunities for more structured learning and development.

#### **Community Investment Program**

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

#### **Secondments and International Opportunities**

As you progress through your new career, a variety of work experience is possible. These experiences give some lawyers the chance to work in different offices, onsite with our clients across a range of industries, and through possible secondments both locally and internationally.

# ANU Careers

## Your Law Degree and Your Career

An ANU law degree is a great starting point for a career in law as well as pathways into various industries including:

Government; Management Consulting; Finance and Banking; Education; Journalism and Media; Community and the Not for Profit sector. So consider your options and don't be afraid to tread your own path!

**ANU Careers** can assist you to maximise your potential successfully transition from education to work. We provide assistance with:

- Career Planning
- Job applications, interviews and assessment centres
  - Clerkship and graduate recruitment
- Careers fairs, workshops and employer events
  - Job listings

Check out CareerHub for further information [careers.anu.edu.au](https://careers.anu.edu.au)

### Drop in consultations

Mondays	11.00am – 1.00pm
Wednesdays	2.00pm – 4.00pm
Fridays	11.00am – 1.00pm

*ANU Careers, JB Chifley Building #15, (opposite the Gods Café)*

T: 6125 3593

E: [careers@anu.edu.au](mailto:careers@anu.edu.au)

W: [anu.edu.au/careers](https://anu.edu.au/careers)

FB: [facebook.com/AnuCareersCentre](https://facebook.com/AnuCareersCentre)

# NORTON ROSE FULBRIGHT

## **What does Norton Rose Fulbright value the most in its applicants? How do you balance and prioritise students' grades, legal experience, and extra-curricular commitments?**

We are looking for candidates with a strong interest in law and enthusiasm for learning. When reviewing applications we are looking for a balance between strong academics, demonstrated interest in the legal industry, work experience and extra-curricular activities. Ideally our summer clerk applicants will be well-rounded individuals who demonstrate a strong interest in our firm.

## **How would you describe the culture of Norton Rose Fulbright? What differentiates Norton Rose Fulbright from other commercial law firms?**

Our culture can be defined through our business principles: Quality, Unity & Integrity. In addition, we have a strong Corporate Social Responsibility programme and Diversity & Inclusion programme; something we are very proud of and encourage our people to be a part of.

Norton Rose Fulbright is a global law firm. We provide the world's pre-eminent corporations and financial institutions with a full business law service. We have 3800 lawyers and other legal staff based in more than 50 cities across Europe, the United States, Canada, Latin America, Asia, Australia, Africa, the Middle East and Central Asia. Recognised for our industry focus, we are strong across all the key industry sectors: financial institutions; energy; infrastructure, mining and commodities; transport; technology and innovation; and life sciences and healthcare.

## **How does Norton Rose Fulbright invest in its people, and encourage career progression within the firm?**

Norton Rose Fulbright's learning and development curriculum consists of six International Academies plus modular development programmes and short courses, tailored to meet the needs of each of its principal regions and role levels. Clients participate in 'open' training courses alongside Norton Rose Fulbright lawyers. Our Graduate Programme is two years in duration, with four six-month rotations. To prepare our Graduates for the challenges ahead, we start them off with a tailored induction programme.

## **What interesting matters has Norton Rose Fulbright worked on recently?**

A number of deals we have worked on recently:

- Advised Pfizer on Parkinson's disease research collaboration with IBM
- Acted for Turkish Airlines European Export Credit Agency Guaranteed Italian Tax Lease
- Acted for Blue Sky Group in a student accommodation joint venture with Goldman Sachs

- Acted for the Leptos Group on the English law financing aspects of its debt restructuring with Bank of Cyprus
- Advised Netbox Blue on its sale to Bloomberg

**What kind of work will young lawyers be exposed to at Norton Rose Fulbright? Are there secondment and international opportunities?**

Dependant on the team you are in you will be working on a wide range of tasks with varied levels of responsibility. Graduates are eligible to apply for a 6 month international rotation in their second year of the Graduate programme. In the past, these rotations have been in to London, Singapore, Abu Dhabi, Houston, Tokyo, Johannesburg and Athens. Our Lawyers have the opportunity to complete client secondments, granting them valuable insight in to the clients business to better develop their skills.

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# GUIDE TO PREPARING FOR INTERVIEWS



## Know yourself

- Review what the firm is looking for. Do you have good examples to talk about for each one? Take time to prepare this.
- Review your application form. Especially if you made lots of applications. At Ashurst, the content of your application forms the basis of your interview.

## Know the firm

- What is their position in the market? Who are their clients, core practice areas and competitors?
- SWOT on the firm: have you thought about the firm's strengths, weaknesses, opportunities and threats?
- Check out recent news. Any rumblings of game-changing mergers, big client wins or partner hires?

## Know why you want to work for the firm

- Do you know why you are applying to that firm? If you do not, you will come unstuck. Remind yourself why they meet your career criteria.
- Think about the commonalities between the firms you have applied to. Can you identify from them the sort of firms you're attracted to? If you are struggling to find similarities, then you might need to re-think.

## Think about your presentation and how you come across

- Dress professionally and be well-groomed; your interviewer will want to be able to picture taking you to a client meeting a few years down the line.
- You will be nervous, that is to be expected, but think about your body language. Tone down the ear-scratching and arm-waving as this will distract your interviewer.
- Maintain eye contact and smile; this will help you to remain calm and composed. Take time to think before answering.

## Know what you want to get out of the process and what questions to ask at the end

- Questions at the end are for you but can impress too. Ask about the future of the firm, the strategy, and hot topics at the partner conference.
- You will probably get to meet a graduate so use them to get under the skin of the firm's culture. Ask them about their last really great day, their worst and the support they receive.

## You can't prepare for everything

- Most firms will be looking to see how you perform under pressure and will test you on topics you likely won't have been able to prepare for. Do not panic; take your time, try to think around the issue and remember that sometimes the obvious answer is the right one.
- You might be asked your opinion on an issue. Can you defend your position and will you accept that you may be wrong? Don't be afraid to hold your ground if you can back up your argument.

