
The New Zealand Law Students' Careers Guide



2019

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Letter from the Editors

Kia ora and welcome! Our names are Yvonne Rothwell and Jodie Llewellyn. We are two members of the Auckland University Law Students Society executive, and we are the editors of the New Zealand Law Student Careers Guide. This summer, we have badgered law firms and talked to some incredible people about their experiences within and outside the legal industry.

This publication is special because it is created by students, for students. We hope it helps students navigate their law degree journey, wherever it may take them.

The overwhelming view amongst the people we talked to was that a law degree presents so many options and opportunities, but too often students only hear about a few of them. We approached this edition with the aim of starting a more diverse and informed dialogue about careers for undergraduate law students.

The New Zealand Law Student Careers Guide 2019 would not have been possible without the help of numerous people and organisations. Thank you to all of the individuals, firms and organisations that responded with enthusiasm to our countless emails and phone calls. Thanks to Clodagh Higgins and Maggie Zhang, who were particularly generous with both their time and their connections. Thank you most of all to Auckland Law School and in particular the Dean, without whose innovative thinking, this guide would never have existed.

We hope that this guide will open your eyes to the wide array of possibilities ahead of you as you begin your legal career. Enjoy!



Yvonne Rothwell



Jodie Llewellyn

Message from the Dean of the Auckland Law School

Penelope Mathew

The Auckland Law School is delighted to be able to support The New Zealand Law Students' Careers Guide.

Students who graduate with a law degree are prized by employers for their ability to research, write, analyse and reason. They consequently end up in all sorts of careers. Chief Justice Dame Sian Elias, and the newly appointed Chief Justice-elect, Court of Appeal Justice Helen Winkelmann, Supreme Court Justices Glazebrook and Ellen France are Auckland Law School graduates, as are many other judges, QCs, and other prominent members of the legal profession. We have alumni working in law firms throughout New Zealand and in cities as diverse as London, New York, Sydney, Hong Kong and Dubai. Our graduates include the chief executives of the Virgin Group and the Commonwealth Bank of Australia, Ministers of the Crown, and the heads of major charitable organisations. Some have even become law professors and legal academics! Half our graduates work in the legal profession and the judiciary. Just as many work in business, government, and an enormous variety of other fields. Law affects all areas of society meaning that it is just as possible to work in sport, entertainment or security-related fields as it is in banking, regulation and policy advice. New Zealand law graduates are as highly regarded internationally as they are domestically and many end up working for law firms, businesses, and international agencies, courts and tribunals around the world.

I would like to commend Yvonne Rothwell and Jodie Llewellyn for all their hard work in bringing this Careers Guide together. It provides a marvellous introduction to the career options available to New Zealand law students, as well as how to apply for internships and job opportunities.



Professor Penelope Mathew

Dean of Law

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Starting Your Career

*“Choose a job you love,
and you will never have to
work a day in your life.”*

(Confucius)

Whether beginning your second year, or completing your fifth, the prospect of finding a career in the law can be daunting. An LLB is an incredibly versatile degree which can lead in numerous directions, but it isn't always clear what those directions are.

This guide aims to provide a broad overview of the possibilities of a law degree. It includes a diverse range of organisations and profiles of lawyers in a variety of exciting jobs. However, it is far from exhaustive, and there are many fantastic organisations and people who weren't able to be included this year. Additionally, this guide is only intended to start a discussion on careers. Where possible it should be supplemented with other information, and shouldn't be relied upon exclusively.

Choosing a career is a big decision, and shouldn't be made lightly. When reading this guide, ask yourself the following:

- What kind of work do you like to do? The best work is the work you enjoy, and are good at. This is far more important than any other perks a job might have.
- What do you want from a job? Whether you seek intellectual stimulation, financial reward, or to serve others, it is helpful to identify what your goal is for employment.

While career decisions are important, they are far from permanent. As the people profiled throughout the guide can attest, new opportunities become available, and a change in direction can lead to exciting new experiences.

What area of law are you interested in?

Criminal law

This area concerns the punishment of criminal acts, with the Crimes Act 1961 being the primary piece of legislation you will deal with. You can either work in prosecution (acting for the Crown in trying to prove that the offender committed the crime) or in defence (acting in the best interests of the offender i.e. innocent until proven guilty).

Check out: Meredith Connell, Kayes Fletcher Walker, Police Prosecution, Public Defence Service. Alternatively, contact defence barristers.

Public law

This is the area of law that governs the relationships between the government and its citizens. Legal teams, that act for the citizens or businesses affected by a policy or regulation, advise and submit to the government body with the purpose of shaping regulatory outcomes. They can also act for the citizen by judicially reviewing a decision which is deemed unlawful.

Check out: Mid to Large Firms section, Community Law.

Environment & Resource Management

This is the area of law that governs how people can interact with the environment. Commonly, legal teams act for businesses and councils in gaining resource consents and advising the client on environmental risks/responsibilities they have when starting a new project.

Check out: Mid to Large Firms section.

Property

This area of law governs the buying, selling and ownership of property. Legal teams protect their clients to ensure that the transactions will work in their best interests.

Check out: Mid to Large firms section.

Competition

Competition law consider how to protect the competition between firms to ensure that they act ethically towards each other and their consumers. Legal teams act for a client in gaining clearance from the NZ Commerce Commission, handling mergers and acquisitions, structuring joint ventures and other competition related matters.

Check out: Mid to Large Firms section.

Tax

In tax, legal teams give advice as to direct and indirect taxation issues. You can work for businesses, international investors, the council and charitable organisations.

Check out: Mid to Large firms section.

Human Rights

The Human Rights Commission has sole power to resolve disputes relating to discrimination. A person would need to be advised first before they can go the HRC as to whether they have been victim of discrimination by a legal team.

Check out: Community Law.

Intellectual Property

This law governs the protection of any person's ideas; inventions are protected by Patents, brands and logos are protected by Trademarks, product appearances are protected by Designs, new plant varieties are protected by Plant Variety Rights and original works are protected by Copyrights. Legal teams act for a client in advising them on their legal rights in regards to their ideas, resolving disputes and providing submissions to government on issues affecting intellectual property.

Check out: Mid to Large Firms section.

Māori & Treaty of Waitangi

Legal teams usually work alongside iwi and other Māori organisations in treaty settlements and other matters such as resource management and intellectual property. Teams are well-knowledge in tikanga Māori law and work to establish strong relationships between Māori and non-Māori entities.

Check out: Mid to Large Firms section.

I don't want to be a lawyer

Just because you have a law degree does not mean you have to become a lawyer. There are plenty of other things you can do with your degree such as corporate advisory, financial analysis, politics, entrepreneurship, journalism and so much more.

Check out: Alternative Careers Section.

Managing Stress in Law School - Umbrella

Umbrella is at the forefront of providing corporate wellbeing and resilience services in New Zealand. As a team of clinical psychologists, they are committed to making a positive difference in the workplace by using their specialist skills to enhance wellbeing alongside high performance. Umbrella partners with a diverse range of companies across the private and public sector, with consistently excellent results.

Juggling life and study as a law student can be demanding, and you may find yourself feeling stressed at times. This can be useful in terms of motivating you to work hard and nail deadlines, however sometimes stress can feel overwhelming.



When do you want to be concerned about stress?

One of the tricky things about stress is that each of us experiences stress differently. This makes it difficult to describe what 'normal' stress looks like, and subsequently, to define clearly at what point stress turns into something more serious.

In general terms, identifying stress usually means noticing specific changes in ourselves, or someone else. Usually these changes fall into these categories:

- Physical changes; such as body tension or feeling breathless
- Emotional changes; maybe feeling overwhelmed or anxious
- Thinking changes; perhaps having trouble seeing the big picture or remembering important details
- Behaviour changes; being less productive or drinking too much coffee

Of course there can be other reasons for changes like these. However usually if we notice several changes over a specific time period we often identify the signs as signs of stress.

How much stress is normal?

Another tricky question to answer because again there are individual differences. Some people are comfortable with and even enjoy high levels of stress. They may think of the signs as signs of challenge, or excitement. Other people experience even small amounts of stress as uncomfortable. There is no right or wrong about this, it's just personal style and preference. It is helpful to know which style you tend to prefer as this has implications for career and life choices.

One fact we do know is that as human beings, we perform best and maintain better well-being when stress or challenge is for specific periods of time, and is balanced with recovery (when we recharge our mental and physical batteries). Oscillating between periods of challenge and periods of recovery is ideal.

Back to our original question then – when does stress become something more serious?

Psychologists usually answer this by asking people questions about time frames and the impact of the stress on someone's life and functioning.

Generally, stress may become a problem, or something more serious, when it has been going on for too long, when there hasn't been enough opportunity for recovery, and/or when the stress is interfering in the person's ability to do their job well or function well in their life. For example, the stress is interfering with their ability to be a good parent, or to maintain close relationships.

As well as this interference in the person's life or functioning, or both, stress can morph into other difficulties. Often these will show up as anxiety or depression.

What should you do if you notice these signs in yourself, or in another student. Firstly, and most importantly, tell someone, and get help.

The person you tell will ideally be someone you trust, and whom you feel comfortable with. You don't have to give details; just let them know you are finding things hard. If the words are hard show them this article, or anything else you have seen or read which describes how you are feeling.

Secondly, seek help for yourself, or ask the person you have told to do it for you or with you, if the help seeking feels too hard.

Good places to start include:

- Your GP
- NZ Depression Helpline 0800 111 757
- NZ Mental Health Foundation
<http://www.mentalhealth.org.nz/>

Becoming a lawyer in New Zealand

In order to become a lawyer in New Zealand, the following requirements must be met.

Step One: The Degree

Firstly, you must complete a Bachelor of Laws (LLB) or Bachelor of Laws with Honours (LLB (Hons)). An LLB can be obtained from a university: Auckland, AUT, Waikato, Victoria or Otago. The LLB on its own usually takes four years of full-time study.

Step Two: Professional Legal Studies (Profs)

The second requirement is the completion of a practical course, administered by the College of Law and Institute of Professional Legal Studies (IPLS).

Completion of this course allows you to be admitted to the roll of Barristers and Solicitors of the High Court of New Zealand. The course provides practical skills which will help you transition into the workplace. The course may be completed during the first few months of work and some firms may even cover the cost of the course for their employees.

There are currently two practical course providers in New Zealand:

College of Law

The College of Law has a mixture of online and oral assessments, all based on the type of work graduates will perform in the profession. All assessments are spread over the duration of the course and students have the opportunity to gain feedback prior to submitting. Students are assessed in a range of skills and competencies with elements in the student's chosen elective. The College of Law takes an innovative approach and focuses on preparing students for a dynamic legal industry.

The Institute of Professional Legal Studies (IPLS)

IPLS offers a choice of four courses including a combination of onsite and online learning, online seminars with weekend and evening onsites and full-time onsite options. IPLS focuses their training around building competency-based skills and then provides the opportunity to practice the skills by applying them to a range of situations that will be representative of the work you will be doing.

Step Three: Certificate of Completion and Character

The next step is to acquire a certificate of completion from the New Zealand Council of Legal Education. This recognises the completion of your law degree and Profs.

A certificate of character is also required from the New Zealand Law Society before step four.

In order to acquire this certificate, the correct documentation (including the certificate of completion from the practical course) and application form must be sent to the Council as soon as possible.

Step Four: Admission to the Roll

The final step is to be admitted to the Roll of Barristers and Solicitors of the High Court of New Zealand.

You will also be issued a practicing certificate by the New Zealand Law Society and can legally call yourself a lawyer under the Lawyers and Conveyancers Act 2006. Congratulations!

Activate your career.

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programmes that better
activate your career.**

“

There were great lecturers who were understanding and supportive of my work commitments... Not only did The College of Law inspire me for my future legal career, but they also made the process of completing my Profs hassle-free.

Sankha Peiris

Senior Consultant, KPMG

Graduate of Profs at The College of Law and
Auckland University Law Graduate

To request a handbook please visit
collaw.ac.nz/PLSC or call **0800 265 529**
or email enquiries@collaw.ac.nz



**Admission
to Practice**
The College of Law

Practicing Overseas

Australia

If you hold a valid practicing certificate in New Zealand, it is a simple process to begin working in Australia. Under the Trans-Tasman mutual recognition regime, New Zealanders are eligible for a fast track process to obtain a practicing certificate in Australia.

In all the Australian state and territory jurisdictions, except Victoria and Queensland, practitioners are admitted as both barristers and solicitors (like they are in New Zealand). The application process will vary between the different Australian states, so it is best to check the relevant procedures in the state you wish to work before applying.

United Kingdom

A qualified New Zealand lawyer can be admitted to the roll of solicitors of England and Wales under the Qualified Transfer Scheme (QLTS) Regulations 2011. You will have to pass the QLTS assessments which include a 6 hour Multiple Choice Test (MCT) and the Objective Structured Clinical Examination (OSCE) which will assess practical legal skills. These assessments are only offered by Kaplan QLTS. For queries regarding eligibility, you should contact contactcentre@sra.org.uk.

To be admitted as a barrister you must apply to the Bar Standards Board with a certificate of good standing and evidence of academic and professional qualifications. Passing a Bar Transfer Test and undergoing practicing and/or non-practicing pupillage may be required depending on your level of professional experience.

Canada

To be able to practice in Canada, an application to the National Committee on Accreditation (NCA) is required. Following this there is a 6-8 week wait while the NCA assesses your credentials and then notifies you regarding any particular deficiencies you may have in your legal training with regards to the Canadian jurisdiction. The NCA will assign certain courses which you will be required to complete before a certificate of qualification is issued to you. This certificate is then used to apply to a Canadian law society in the province you wish to work.

Hong Kong

Unlike Mainland China, Hong Kong operates under a common law jurisdiction. A New Zealand Lawyer may register as an overseas lawyer in Hong Kong after gaining two years of post-qualification experience in your home jurisdiction, being of good character, and passing the Barrister Qualification Exam (BQE).

United States of America

The USA have a fundamentally different legal system to New Zealand, therefore making the transition between the two jurisdictions rather challenging. Moreover, each state has their own bar exam and therefore different rules around prerequisites for admission.

The general rule is that a Master of Laws or a Juris Doctor Degree is required to be eligible to sit the state bar exam; this is applicable to 34 out of the 50 states.

The two notable exceptions are New York and California where registered lawyers of common law jurisdictions may sit the state bar exams without any further qualifications.

It is worth noting that, as every state has different requirements, it is imperative that you look up the relevant requirements for your desired state before applying to sit the bar exam.

Applications with Clodagh Higgins

In my role as Career Development and Employer Engagement Manager, I'm here to support students in engaging with industry, increasing their employability skills and enhancing the knowledge and skills that are acquired in the classroom. My ultimate aim is to help students gain employment upon leaving the Law School. A large part of my role is also ensuring that law students are adequately educated on career paths available to Law School graduates. My role ties in with the wider initiatives around student engagement and wellbeing and is part of the student experience strategy here at Auckland Law School.

As the madness of internship/clerkship and graduate recruitment season starts, there's a few hints and tips I'd like to offer LLB students.

- Do your homework. Don't leave it until your last semester to start thinking about your career and what you're going to do when you leave school. Use every opportunity you can to meet people from industry, deepen your knowledge of the industry and learn about specific organisations, their work and their culture.
 - Read the website of the organisation you want to apply for. It will give you a sense of what they're looking for and will often have very practical tips on completing their specific application process.
 - Use your career service. Your university will have a whole range of services available to support you in making decisions about your career as well as practical elements such as checking your CV, helping you with interview preparation etc.
 - A lot of recruitment happens in March and often organisations will only have their applications open for a few weeks (often for as little as two weeks). This is often quite stressful for students, so make sure you look after yourself and use your health and counselling service.
 - Recruitment does happen outside of the March recruitment activity. Make sure you keep an eye out for other opportunities such as a winter clerkship, part time internships throughout the academic year or scholarships.
- Read the emails from your careers service/faculty about jobs. If you don't read them, you may miss the chance to meet a recruiter on campus or find out about opening and closing date for applications for roles.
 - Don't compare yourself to everyone else. Just because a classmate has done something that you haven't, doesn't mean that you're not going to get employed. Be proud of what you have achieved.
 - Educate yourself on what you can do with your Law Degree. You need an LLB to be a lawyer in New Zealand but there are plenty of other careers that value the skills and knowledge acquired from an LLB. Organisations such as banks, big four professional services firms, consulting firms etc. also have large graduate and internship programmes.



Name
Contact email
Address
Phone number

Personal statement:

Should be short and state what your intention is.

Education:

In reverse chronological order from most recent

2014 – 2019 (expected): Bachelor of Laws/Bachelor of Commerce (Marketing and Finance), University of Auckland
2007 – 2013: Bayview High School
2013: NCEA level 3 with merit/excellent etc. / IB / Cambridge
2012: NCEA level 2 with merit/excellent etc.

Awards and achievements:

List any awards or scholarships that you have won while at university or high school.

University:

2017: Winner of the Betty Johns moot
2016: NZ Superannuation Fund Accounting and Finance Stage III Prize
2014: Top Achiever Scholarship

High School:

2013: Winner of Young Enterprise Scheme (Auckland region)
2012: Duke of Edinburgh Gold Award

Leadership roles:

List any leadership roles you have had while at university and at high school. Examples include mentoring programmes, involvement in clubs and societies, captain of a sports team, class rep etc.

University:

2017: President of the Drama Society
Describe your achievements while in this role and key skills used to be successful in this role.

2016: Finance Officer for the Drama Society
Describe your achievements while in this role and key skills used to be successful in this role.

High School:

2013: Prefect

Work History:

2017: Sales Assistant at The Bayview Store

Highlight the skills that you used to make you successful at this job – customer service, teamwork etc.

Interests:

Bullet point what you do outside of university to give a recruiter some insight into what you like doing and what interests you.

- I enjoy running and participate in organised races regularly
- I play football for both the university and for Bayview Football Club
- I play guitar

References:

List two references with the name and contact details for each for your potential employer to use.

There is no one-way to write a CV, this is a guide.

- Two pages maximum
- Presentation counts. Your CV should have a clear layout and be easy to navigate
- Make sure there are no spelling mistakes and that punctuation and grammar are used correctly.
- Explain any gaps in your CV
- Build skills and achievements into your previous experience.
- Most firms and organisations will have tips for their application process on their website, make sure you look at these before you apply.
- Tailor your CV to the opportunity that you are applying for.
- **Make sure that you use the careers service at your university to ensure you get all the support available for everything to do with your career.**

Cover Letter

Your name and address

Date in full (e.g. 18 March 2018)

Employers name and address

Dear Ms. Black (use the contact name on the website, if there is no contact name please use 'To the recruitment team'),

This is the paragraph that informs that reader as to the purpose of this letter. Explain why you want to work for them based on your research of the organization and what they do. Try to show how you will fit into the organization. Avoid excessive flattery.

This paragraph is a chance for you to outline the relevant qualifications, skills, previous work experience and sell yourself as a great candidate. Ensure that you showcase what you have to offer the company and emphasis the key points from your CV. Clarify any irregularities in your CV or transcript such as gaps in experience or a valid reason for a bad grade.

This is your chance to conclude confidently and welcome the opportunity to meet to discuss your application further. Thank them for reading your application. Please note the best way of contacting you (email and/or mobile).

Yours sincerely,
(Your signature)

Sabrina Young

Tips for your cover letter

This cover letter is a guide.

Do your research on the firm that you are applying to – if nothing else, please ensure that you check their website

Start strongly and be clear in why you want this position. Why should the employer consider you? Articulate your reasons for applying

Personalise your letter to the role and organisation – a lot of students end up putting the wrong organisation on their cover letter when making multiple applications. Make sure you do not do this.

Be succinct with highlights and key achievements

In your closing paragraph, make sure you say thank you

Do not regurgitate from the website

Do not use bullet points

Be enthusiastic

Be honest

Some organizations ask you to complete an application form instead of submitting a cover letter. Do not state 'refer to CV' or copy and paste the relevant part of your CV into your application form, fill out the answer in full (even if there is repetition).

Talk to the advisers at your career service at your university.

Interview

This is your chance to bring your CV and cover letter to life and impress the organisation in person. This is about them meeting you and finding out if you're the right person for their job.

The interview has a few purposes. For the employer, they want to assess if you meet their requirements and obtain evidence of your skills and suitability. For you, you get to make a good impression on the firm, persuade the firm that you meet their requirements but equally important, to find out more about the job and employer and ensure that they are the right fit for you! This list is not a comprehensive list of the potential interviews that you might need to do. Responsibility lies with you to ensure that you know what to expect out of any interview.

Phone interview:

Often the first interview will be over the phone. This is usually part of the initial screening process. During recruitment season, make sure you're answering your phone!

- If you are unable to answer the phone, make sure that your voicemail is active and return their call as soon as possible.
- When you answer the call, make sure you listen carefully to the name of the person calling and the organisation that they are from.
- Make sure that you are in a space where you can hear them and can think clearly. If it's noisy, tell them and call them back in a quiet space.
- Treat this like any other interview, answer clearly, professionally and honestly.

Face-to-face interviews:

The next step will be a formal face-to-face interview.

Do your research! Both on the industry and the organisation. The organisation's website will have plenty of information for you to read in advance of the interview. Think about what makes you want to work for them. If you have been given the name of the people who will be interviewing you, ensure that you look them up and know about what they do in the organisation and what their specialities are.

Dress for success. Corporate attire that is clean, pressed and paired with a smart pair of shoes. No gum.

Arrive early but not too early. If you are too early, find a café nearby and wait. You should be in reception ten mins before your interview time. If you need to do a trial run to the firm's offices, make sure that you do. If you are running late, ensure that you have a way to contact the organisation to let them know.

Make sure you have a good handshake, practice on others if necessary.

Keep your body language positive, make sure you make eye contact and project confidence.

Relax, be honest and concise with your answers and show enthusiasm for the firm.

Interview questions:

The interview will usually have two types of questions; discussion based/personal experience questions and behavioural based questions.

Discussion based questions will focus on you. Examples include (but are certainly not limited to);

- Tell me about yourself
- What are your strengths and weaknesses?
- What makes you want to work for us?
- What makes you think you'll make a good lawyer in our firm?
- Why should we hire you over all the other people we're interviewing today?

Behavioural questions will focus on your previous experience and often start with 'tell me about a time you...'. You need to know your CV inside out and draw upon your most relevant and recent examples from your previous work, achievements at university and your extracurricular activities.

Behavioural questions are often when students start rambling. Take a moment to think about what you want to say (silence is OK) and answer the question concisely and completely.

A Google search of interview questions will give you plenty of questions to think about and practice but remember that the interview should feel like a professional conversation without sounding rehearsed. This is a chance for you to build rapport.

Make sure that you have questions for them. These questions should be genuine questions that you have about the firm, the work they do and the people that work there. Asking the interviewers about what they like about their jobs, their area of expertise, previous cases they have worked on or the culture of the firm are just some of the things you might consider asking.

Group activities/assessment centres:

The use of group activities and assessment centres is more prevalent in some industries than others. The content of the group exercise or assessment centre is individual to the firm and varies greatly from one to the other.

The most important general things to think about are to be confident and friendly to all the other participants. Be professional at all times to everyone. Make sure that you are listening as well as talking to everyone, don't be overly competitive. Make sure your body language is positive and don't dismiss anyone or their ideas.

Try and enjoy it, treat it as a challenge to solve. You may even have some fun.

Networking events as part of the interview process:

Remember that this is still part of the assessment, make sure you remain professional. Do not drink too much! Don't be the person that the firm gossips about the next day.

This is a chance for you to keep learning about the firm as well as have interesting conversations with people who already work there as well as the other participants.

Networking is a two-way process and should be conversational. Don't hog the conversation but don't be afraid to add to the conversation too. Listen to others and respond genuinely.

Furthering your studies

*“The ancient wisdom
of the masters says
that even a mighty oak
was once a nut like you.”*

(Mark Brown)

If you feel like you still have more to learn, maybe you should consider furthering your studies. Post-graduate studies are tough, they will challenge but ultimately can be very rewarding. The great thing about post-graduate study is that you will exit with a greater collection of knowledge and skills and have a higher qualification that will open you up to jobs that an LLB would not offer (like academia). This section explains what is involved in undertaking a Masters of Laws.

Postgraduate Study

Though the LLB provides all the tools needed to join the legal workforce, however, continuing study towards a Masters and eventually a PHD can be highly beneficial. Postgraduate study is a perfect opportunity to develop research skills and facilitates specialisation in an area of law. Career-wise, further study is essential for those interested in academia. Additionally, a degree from an overseas university can make securing a job in a different country much easier.

Qualifying for a Masters

Every law school has different criteria for admission into postgraduate programmes. New Zealand programmes generally require candidates to have completed an LLB or LLB(Hons) degree, and maintain a grade point average in the B to B+ range or above. Applications can be strengthened by undertaking a judicial clerkship and having work published. Despite high standards, postgraduate opportunities are not exclusive to top-tier students. There are countless law schools around the world, and capable students should consider applying for postgraduate studies overseas.

Those planning on pursuing postgraduate study must prepare from the outset of their LLB. Focus on maintaining good grades and developing relationships with academic staff (as they have usually been through the process themselves). Researching different universities is also important, to gain an understanding of the specific application process and requirements.

Paying for Postgraduate study

Local postgraduate study can be supported by StudyLink, however overseas postgraduate study must be self-funded. Despite this, there are numerous scholarships that exist which can remove or reduce the costs of an LLM. Scholarship information is easily found online, which will come from:

- Your current university.
- Your destination university (such as Oxford's Rhodes Scholarship and Harvard's Frank Knox Memorial Fellowship).
- Third parties (such as the Fullbright Scholarship for study in the US).

NOTE: Scholarship dates do not always coincide with application dates, so plan your application in advance.

The University of Auckland

LLM

The LLM is designed to provide an advanced level of study for both full-time students and those who are legal practitioners or engaged in other full or part-time employment. The LLM research allows you to conduct in-depth study in an area of personal interest to enhance employment opportunities either professionally or academically.

Qualifying for an LLM:

A candidate usually needs a law GPA of 6.0+ or to be an honours student.

The LLM Courses:

LLM by major thesis: 120-point thesis of 40,000 words.

LLM by minor thesis: 30-point taught course and a 90 point dissertation of 30,000 words.

LLM by coursework: 120-point taught courses OR 105 point taught courses and a 15 point supervised research.

Subjects available in this programme:

- Corporate and Commercial Law
- Environmental Law
- Human Rights Law
- International Law
- Law
- Litigation and Dispute Settlement Resolution
- Public Law

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 - Selected Issues in Family Law
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 - Employment Law
 - Legal System, Sources, Structure and Method
 - Legal Research Methodology and Advanced Writing
 - Mergers and Acquisitions
 - Indigenous Persons: Law and Policy
 - Mediation
 - Corporation and Investor Tax
 - Comparative Corporate Governance
 - Human Rights and Technology
 - Data Privacy and the Law
 - Asia Pacific Tax
 - Miscarriage of Justice
 - Comparative Constitutional Law
 - Intellectual Property
 - Competition Law and Policy
 - Global Environmental Law



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law.auckland.ac.nz/llm

Auckland University of Technology (AUT)

Qualifying for an LLM

To qualify for an LLM, you need a Bachelor of Laws or Bachelor of Laws (Honours) or equivalent; you must also demonstrate an ability to undertake study at postgraduate level.

New areas of study added for 2019

In addition to a general LLM, it is possible to achieve an LLM that concentrates on one of the following areas of study:

- Climate change law (new)
- Corporate and commercial law (new)
- Criminal law
- Employment law (new)
- Environmental and resource management (new)
- Human rights law (new)
- Indigenous rights and law (new)
- Intellectual property (new)
- International law (new)
- Jurisprudence (new)
- Non-adversarial justice (new)
- Private law (new)
- Property and development (new)
- Public law (new)
- Trusts/trusts and fiduciary obligations (new)

Methods of study

AUT's LLM can be completed through full-time or part-time study, and can involve the following structures:

- 120-point thesis
- 90-point thesis and one coursework paper
- 60-point dissertation and two coursework papers
- 120 points of coursework papers (which may include a 30-point research project)

Other postgraduate law programmes available

- Postgraduate Certificate in Law (60 points)
- Master of Philosophy
- Doctor of Philosophy

Scholarships

AUT offers several scholarships including the AUT Research Masters Scholarships – Faculty of Business, Economics and Law. This is available to full-time students undertaking a programme of research at level 9 with a thesis component of 90 points or 120 points who have demonstrated the potential to achieve highly. <https://aut.ac.nz/rms-bel>

Find out more

<http://www.aut.ac.nz/llm>

The University of Canterbury

Qualifying for an LLM

Students must have a Bachelor of Laws degree (or equivalent) with good grades.

The LLM Courses

LLM by Thesis: The LLM by thesis gives candidates the flexibility to thoroughly research an area of particular interest. In certain circumstances and with approval, students enrolled for the LLM by thesis can transfer to the PhD degree. Candidates can begin study at any time.

LLM by Research Papers and Dissertation: The LLM by Research Papers and Dissertation is a research based LLM programme, attracting students from many parts of the world including Britain, Germany, Malaysia, Australia and the United States of America. Candidates may begin study in February or July.

LLM in International Law and Politics: The LLM in International Law and Politics is a multi-disciplinary degree, partly taught and partly research-based. Candidates may begin study in February or July.

Other Programmes

Master of Criminal Justice: UC's Master of Criminal Justice offers students advanced working knowledge of the criminal justice system.

For further details, please see the following website:

<https://www.canterbury.ac.nz/law/postgraduate-options/>

Scholarships

The University of Canterbury has a number of scholarships available. For detailed information, please see the following website: <https://www.canterbury.ac.nz/scholarshipsearch/>

The University of Otago

Qualifying for an LLM

A candidate needs at least a B+ law average across their 300 and 400 level papers and a B+ in two pieces of sustained writing involving legal research.

The LLM Courses

LLM by thesis: 120 point thesis of 45,000 words.

What can you specialise in?

Candidates can complete their LLM in a wide range of topics. We recommend any potential candidates contact our postgraduate director to discuss topics (postgraduate.law@otago.ac.nz). You can also view the Faculty of Law staff profiles to find out more about their areas of expertise:

www.otago.ac.nz/law/staff

Other Programmes

Master in Bioethics and Health Law (MBHL)

Scholarships

Otago has a number of scholarships available, including the University of Otago Research Master's Scholarship and a number of other scholarships. For more information and to see full eligibility criteria, visit the University of Otago scholarships page **www.otago.ac.nz/study/scholarships**



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For further information, contact:
postgraduate.law@otago.ac.nz

otago.ac.nz/law

POSTGRADUATE



Victoria University of Wellington

Qualifying for an LLM:

A candidate needs at least a B average in law, but recognition can be given to other practical, professional or scholarly experience.

The LLM Courses:

LLM by coursework: six 20-point taught courses.

LLM by dissertation and coursework: 30-point taught courses and a 90-point thesis of 35,000 words.

LLM by thesis: 120-point thesis of 45,000 words.

LLM by research portfolio: two separate but related research pieces, each 12,000 words, and one 2,500 word research paper justifying the link between the two pieces.

What can you specialise in?

- International Law
- Rights and Freedoms
- Human Rights
- Environmental Law
- Intellectual Property
- Public Law
- Commercial Law

Other Programmes

Master of International Trade (MIntTr)

Scholarships

Victoria has a number of scholarships available, including the Angelo South Pacific Postgraduate Educational Scholarship which is awarded to a Pacific Islander law graduate who is planning to undertake or is doing a masters at Victoria. For more information on the scholarships available visit:

www.victoria.ac.nz/study/student-finance/scholarships/find-scholarship/

The University of Waikato

Qualifying for a MLS

A candidate needs at least a B average in their law papers. The thesis-only option is available to candidates who are LLB(Hons).

The LLM Courses:

LLM by thesis: 120-point thesis of 50,000 words.

LLM by coursework and thesis: 90-point thesis of 38,000 words and one 30-point taught course.

LLM by 60-point or 30-point dissertation: Students can complete a dissertation as part of their LLM degree.

Other Programmes

Master of Laws in Māori/Pacific and Indigenous People's Law

Scholarships

The University of Waikato offers a number of scholarships including the Te Piringa Faculty of Law Graduate Scholarship which is valued between \$2000 - \$6000 to assist with tuition fees. There is also the Kamira Haggie (Binga) Scholarship valued between \$2000 - \$6000 for an all rounder Māori student. For more information on the scholarships available visit: **www.waikato.ac.nz/law/postgraduate/scholarships**

Mid to Large Firms

“If you are absolutely determined to make a lawyer of yourself, the thing is more than half done already”

(Abraham Lincoln)

Over 50% of all lawyers work in commercial law firms, making firms the first port of call for most graduates. Commercial law is incredibly diverse, encompassing numerous areas of the law. The clients of commercial firms are equally diverse, ranging from regional councils to expansive multinational corporations. For students interested in being part of the exciting transactions that take place in the business world, commercial law is the way to go. A common misconception regarding commercial law is that it favours commerce students. Most firms are more interested in how you approach problems and make decisions than what conjoint you have taken. Regardless of long term career goals, time at a firm can be incredibly rewarding. The networks, skills and practical experience developed while working in commercial law are a strong foundation for any legal career.

Firms come in different sizes, and do a wide variety of work. There are three major types of firms:

- Medium/Large firms perform a range of commercial services for medium/large businesses and high-profile individuals. They often have structured and regular recruitment opportunities, including clerkships and graduate programmes.
- Small firms perform a range of legal services for small businesses and individuals. These firms assist in relatively smaller transactions than those of the bigger firms, along with the legal requirements of day-to-day life (such as family disputes and property acquisition). Due to their size, most small firms have no established recruitment programmes. Employment opportunities are irregular and depend on the demand within the firm.
- Boutique firms provide specialist services to a range of clients. These firms only practise in one or two areas of the law, but generally have significant expertise in those areas. Some boutique firms offer clerking and graduate opportunities, though many only employ those with prior experience in a bigger firm.

General Details

Locations: In Australia, we have offices in Sydney and Perth. Globally, we have 44 offices across 31 countries.

Areas of Expertise: Our Australian practice has four core groups: Banking & Finance, Corporate, Litigation and International Capital Markets. Within these, the practice areas are diverse including Mergers & Acquisitions, Private Equity, Projects, Structured Products, Funds, Competition, Tax, Energy & Resources, International Arbitration and TMT.

Staff: In Australia 161; Globally 5,600

Contact: australianrecruitment@allenovery.com

About the Firm

Allen & Overy has the largest Asia Pacific footprint of all the global firms in the region. Across the network, over half of our transactions involve three or more jurisdictions, and nearly three-quarters of the work we do draws on the resources of two or more of our offices.

Our shared culture and the values inspire the way we work and behave: instinctively thoughtful, collectively ambitious, insightfully inventive and refreshingly open. There is no typical Allen & Overy lawyer. We realise each person has their unique skills and qualities.

While we are relatively new in the Australian market, we have continued to be a global leader for over 80 years and by joining a firm with such deep international ties, you will be engaged on the most significant deals across all of our practice areas.

Working at the Firm

From the moment you join the firm, you'll be involved in helping our clients to protect and grow their assets. You will get involved in cross-border deals including inbound investment by international clients and outbound investment by Australian clients; international disputes and regulatory reviews; project financing for projects both in Australia and around the world; and international bond programs. Clients increasingly expect global service providers and Allen & Overy is currently one of the only firms in Australia able to provide a fully integrated domestic, regional and global offering.

Our four core practice groups provide a full suite of corporate, finance (debt and equity) and litigation services. Within these Groups, the practice areas are diverse, including Mergers & Acquisitions, Private Equity, Projects, Structured Products, International and Capital Markets, Funds, Asset Finance, Competition, Tax, International Arbitration and TMT.

Opportunities for Students

Our Sydney 2019/20 Summer Clerkship will take place between 25 November 2019 and 31 January 2020.

2019/2020 Summer Clerkship Opening and Closing Dates

Applications open on Tuesday 11 June 2019 and close on Sunday 7 July 2019.

2019/2020 Summer Clerkship Intake

Our clerkship intake is based on business needs. In 2018/19 we took on 12 Summer Clerks (including two from New Zealand).

After becoming a Clerk, what are the prospects of obtaining a graduate role?

We have previously offered all summer clerks a graduate role. We base our decision on good performance during the clerkship program.

What specific qualities do we look for in a potential Clerk?

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



Summer Clerk Profile:

Matthew Jackson
University of Auckland,
BCom/LLB(Hons)

Rotations: Banking; Corporate (Telecommunications, Media and Technology)

Asian Experience: Bangkok

Coming from New Zealand, I was initially cautious of how well I would fit into the Sydney office of a global law firm. That concern turned out to be seriously unfounded; the often slated cultural differences between Kiwis and Aussies have yet to appear and the small clerk intake relative to other Australian firms means that there is no risk of being lost in the crowd. Moreover, the number of Kiwis throughout the A&O network (including 4 graduates hired in Sydney in the last two years) and the easy going nature of those in the Sydney office have made the move extremely smooth.

One of A&O's main drawcards is the international experiences offered to every one of its employees from the day that they join. From my very first week, I was working on matters alongside colleagues from across the network, including from the London, Hong Kong and Singapore offices, for a diverse range of multinational clients. Before the end of the clerkship, I will spend a week in A&O's Bangkok office. I look forward to balancing working on the financing of an offshore wind farm with eating my weight in pad thai omelettes. All Allen & Overy 2018/19 Summer Clerks were sent to one of A&O's APAC offices for one week, including Shanghai, Beijing and Jakarta.

Over the summer I also got the chance to volunteer at a local homeless shelter with a number of my colleagues and help to raise money for A&O's Global Charity Partner, Hopes and Homes for Children. But my three months in Sydney weren't all work and no play: I continued a love for Aperol spritz, shared numerous meals with my fellow summer clerks and spent a sunny evening on the Sydney harbour, cruising around with clerks from a number of Sydney firms.

My time at A&O has convinced me that this is the best possible place for any New Zealand law student to start their career. I am very excited at the prospect of returning to Sydney as a Graduate in 2020.



Graduate Profile:

Ashley Varney
Victoria University of
Wellington, BA/LLB(Hons)

Graduate rotations: Litigation; Corporate (M&A, Capital Markets, Competition)

Similar to many other law students, I assumed that I would start my legal career in New Zealand working for a large domestic firm, before moving overseas after two or three years. All of that changed once I began to research A&O's graduate programme and realised that the move to an overseas, international firm could be done straight out of law school.

A&O's graduates are given the option to start in March or September of each year, with each intake receiving comprehensive firm-wide training during their first few weeks. A&O makes a point of investing in its graduate talent, offering graduates the choice to rotate throughout different practice areas before choosing a team to settle in. The graduate rotation program has broadened my skillset and exposure, and also allowed me to foster a range of connections across the A&O network.

The support from A&O makes it extremely easy for graduates of New Zealand universities to be admitted as a lawyer in New South Wales. My professional studies course was paid for by A&O and I was given study leave so that I could travel back to New Zealand to attend the mandatory on-site days. Upon admission in New Zealand, I simply had to fill out some forms back here in Australia and became an Australian qualified lawyer within a matter of weeks (all thanks to the Trans Tasman Mutual Recognition Act).

In Sydney, A&O has smaller teams than most competing law firms which allow junior lawyers the opportunity to have direct contact with clients and work closely with partners who are leaders in their practice areas. The greater autonomy and responsibility given to junior lawyers is invaluable in expanding comfort-zones and fast-tracking professional development. The size of A&O and its position as a leading international law firm also provides great training opportunities and resources, both locally and internationally.

I have been in Sydney for almost a year now and couldn't speak more highly of my experience here. Being at A&O and working for one of the world's leading international law firms is an exciting first step of my legal career and I would encourage other New Zealand law graduates to also consider a career at A&O.

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Anderson Lloyd

General Details

Locations: Auckland, Christchurch, Dunedin, Queenstown

Areas of expertise: Expert teams in corporate and commercial, resource management, property and personal client and litigation.

Staff: 160

Contact: Kelly Pankhurst (GM of Human Resources) kelly.pankhurst@al.nz

About the Firm

Having been a part of New Zealand's legal landscape for more than 150 years, Anderson Lloyd enjoys the benefits of an established firm, while employing a progressive outlook to adapt to future opportunities. Anderson Lloyd advises across a number of industries and sectors, and represents a variety of clients including regional and national businesses, multinational corporations, state-owned enterprises and local government bodies. Led by young and ambitious Partners, Anderson Lloyd's mid-size set up works in its favour to have access to quality and engaging work while maintaining a strong culture and close-knit feel.

Anderson Lloyd recently celebrated its fifth consecutive win as Mid-size Law Firm of the Year at the 2018 NZ Law Awards. This award acknowledges industry excellence in client service and leading expertise across a broad range of practice areas. Anderson Lloyd also won the Employer of Choice award (51-100 lawyers) recognising the firm's investment in its people demonstrated in cultural and diversity initiatives such as being a foundation signatory to the NZ Law Society Diversity Charter and a member of Diversity Works, and the firm's career development and wellness programmes.

Anderson Lloyd takes a lead role in promoting and practicing sustainability and is a member of the Sustainable Business Council and New Zealand Green Building Council.

Working at the Firm

Anderson Lloyd is committed to having a workforce that is professionally challenged and developed, embraces the pace of change, and has healthy balance in their lives. The firm has first-rate resources, a structured career and professional development programme, mentoring from industry leading lawyers, challenging national work with high-profile clients, and a competitive remuneration and benefits package that aligns with the current national living wage. The firm also provides a friendly working environment, flexible work practices and is committed to making sure that its staff is happy, healthy and engaged.

Supporting the communities, the firm operates within is a key value of Anderson Lloyd. The firm encourages its solicitors to engage in pro bono activity on behalf of worthy community groups that could otherwise not afford legal advice.

Anderson Lloyd also supports its team in giving back their time and expertise to the advancement of the legal profession. Many of its lawyers are actively involved in organisations like the New Zealand Law Society and the New Zealand Law Foundation. Some partners lecture at universities, contribute to industry publications or events, or assist government bodies.

Opportunities for Students

Applications for Anderson Lloyd's summer clerkship for 2019 open in March. For more information about the programme, or the firm itself, visit www.al.nz/careers/graduate-recruitment



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Applications for our Summer Clerk Programme open on Thursday, March 14th 2019.

The details are here: www.al.nz



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51-100 Lawyers



Graduate Profile:

Grace Dimond
University of Otago

What kind of work have you been involved in at Anderson Lloyd?

I have been given a variety of work for the Commercial team and the Property and Private Client team. This includes assisting in Sale and Purchases, completing research on certain client issues, drafting emails or statements and proof reading or comparing documents. This has all been interesting work and the person giving the work to me will sit down and discuss it after so I am always learning.

What did you enjoy most about working at Anderson Lloyd?

He aha te mea nui o te ao? He tāngata, he tāngata, he tāngata.
What is the most important thing in the world? It is the people, it is the people, it is the people. Having a good workplace culture is everything and this is created by the people you spend your time with at work. The people at Anderson Lloyd have everything you want in a work colleague. They are supportive and patient by taking the time to explain new tasks thoroughly and they are happy to answer any questions. But more importantly, they are enjoyable to be around as they create a fun, relaxed and positive environment.

What was the most challenging part of working at Anderson Lloyd?

The only challenges I've found are common to all law firms and full-time work in general. I have had to say goodbye the luxury life of sleeping in every day, wearing sporting casual 24/7 and having three day weekends by choosing my papers wisely. However, this is just a reality of leaving university and the perks of working full-time at a fantastic firm are worth giving up these luxuries.

What are the social opportunities like at Anderson Lloyd?

Within the first couple weeks, our calendars were bursting with social events put on by the firm. Promotion commotion was a highlight where we celebrated recent promotions in the office. We are also often treated to morning teas or lunches (fresher 5 is not just something that happens when you start university). We have themed drinks every month in the office, such as the 'Mario cart' theme where we ate McDonalds and played Mario cart and Guitar hero. We also have a Christmas lunch and desk decorating competition coming up (which apparently get pretty competitive). These events are really fun and also provide opportunities for you to build relationships and connections with your work mates.

What makes Anderson Lloyd different from other law practices?

What makes AL stand out as a law firm is that I feel like a respected and valued part of the team. There isn't an obvious hierarchy that makes you feel intimidated by anyone 'above' you. I am able to interact with the Partners on a daily basis, communicate directly with lawyers from other firms and sit in on client meetings. I have also been given the opportunity to run te reo Māori sessions for the Christchurch office, which I don't think is something I would be able to do at other firms. I find being valued for what you can bring to the firm a really motivating environment.

What has surprised you about working at Anderson Lloyd?

I was surprised by how quickly I felt at home in the office. I think it is pretty common for law students to fear heading into the big corporate world and enter a workplace where they don't know anyone. I had this concern and wasn't expecting to slot into work so easily. Everyone in the office was so welcoming and inclusive so I instantly felt comfortable.

What would be your advice be to students wishing to apply to Anderson Lloyd?

Applying for a job is never easy and you will need to spend time making sure your CV is looking fabulous and you are ready to 'wow' your interviewers. Don't be afraid to let your personality shine as the interview process is to get to know you and all your quirks to get a feel for how you would fit into the firm. *Karawhiua e hoa mā!* Go for it! You will not regret it.

General Details

Locations: Auckland, Wellington.

Areas of Expertise: Full service law firm that is consistently recognised as a leading New Zealand legal adviser in a number of independent international legal directories. It has expertise in a wide array of areas including market-leading Corporate, Commercial, Financial Services, Tax, Property and Dispute Resolution.

Staff: 43 partners and 180+ other legal staff.

Contact: Tina Ilich (Senior HR Advisor), tina.ilich@bellgully.com (AKL)

About the Firm

Bell Gully strives to be a down to earth and welcoming firm. We work with many leading New Zealand and international companies, including Air New Zealand, AMP, ANZ, ASB, Carter Holt Harvey, Contact Energy, China Construction Bank, Crown Fibre, Danone, Fisher & Paykel Appliances, Fletcher Building, Frucor Beverages, Goldman Sachs, Ngai Tahu, PwC, Rank Group, Stride Property, Waikato Tainui, Tamaki Development Company, Vodafone and Xero.

We pride ourselves on having a genuinely supportive environment for young lawyers. Awards and recognition that reflect our commitment to our people include:

- The Rainbow Tick in 2016, after demonstrating our strong commitment to ensuring inclusion and support of the LGBT community.
- Best Gender Diversity Initiative by a National Firm at the fifth Euromoney Asia Women in Business Law Awards
- The silver award at the YWCA Equal Pay Awards in 2015 which acknowledges best practice among business leaders actively addressing equal pay within their organisations.
- The White Camellia Award in 2014 and 2015, which recognises "organisations that have made the most progress in implementing the seven principles of the Women's Empowerment Principles".

Working at the Firm

Bell Gully encourages staff to lead balanced and full lives, and to participate in activities and have interests outside work. The firm implements work-life policies to provide greater flexibility and to assist staff to achieve balance and manage their responsibilities at home and at work. These policies include job sharing, working from home, part-time work, flexible hours, emergency childcare, staged return to work from parental leave, and time in lieu.

Bell Gully has a formal pro bono and community programme, with an annual budget of NZ\$1 million for pro bono work. Secondtees are sent into three local community law centres on a regular basis. Last year, Bell Gully received a White Camellia Award for "promoting equality through community initiatives and advocacy". In 2012, Bell Gully was named Corporate Citizen Firm of the Year at the ALB Australasian Law Awards. All staff are encouraged to get involved, with full fee credit for pro bono hours, and support for involvement in volunteering and fund-raising efforts.

When Bell Gully lawyers seek opportunities to work overseas they are well supported by the firm's international reputation. Bell Gully employees can be found all around the world from New York, Dubai, Hong Kong to the UK.

Opportunities for Students

Bell Gully runs a very popular summer clerkship programme. Students can apply to summer clerk at the end of their third or fourth year. Unlike other major firms, summer clerks at Bell Gully do three rotations throughout their summer to sample a variety of legal work. Most of them will experience working in both the litigation and corporate teams, as well as in one smaller team – financial services, property or tax.



Graduate Profile:

Harriet Wolk
University of Auckland

What kind of work have you been involved in at Bell Gully?

During my time at Bell Gully, I rotated through the corporate, employment and property departments.

What did you enjoy most about working at Bell Gully?

When I was in the employment team, I had the opportunity to attend mediation at the Employment Relations Authority. It was interesting to witness the law in action and see how preparation in the office plays out in practice. I also enjoyed listening in on client meetings as I could hear about the client's issues and observe how the partner would provide advice in return.

What was the most challenging part of working at Bell Gully?

The most challenging aspect of the job was completing a research task and then having to provide your own recommendations to the partner. I was anxious to do this, as I doubted my knowledge and skills, however, once the exercise was complete and I received feedback it generally turned out to be a positive learning curve for me.

What are the social opportunities like at Bell Gully?

Bell Gully delivers an abundance of social events. The Christmas period offers plenty of social gatherings within the firm and your respective teams. I had the opportunity to climb the Auckland Harbour Bridge for the corporate Christmas function! If you are sporty, there are inter-firm sports tournaments you can partake in. I participated in the inter-firm touch tournament which was a great opportunity for me to really show off my sub-par rugby skills. Friday night drinks are a weekly affair, and a nice way to wrap up the week with your team in an informal setting. (do we want to promote this?)

What makes Bell Gully different from other law practices?

Bell Gully's summer clerk programme is the only programme that offers students an opportunity to rotate around three different departments. This gives you an opportunity to really evaluate your career options and figure out which area of the law best suits you.

What has surprised you about working at Bell Gully?

When you think of Suits or Boston Legal, you envisage that all lawyers are in the courtroom advocating for their clients. In reality, you learn that lawyers are predominantly exchanging emails, form filling and trying to settle matters outside of the courtroom.

What would be your advice be to students wishing to apply to Bell Gully?

When writing your application, just be yourself. I know it sounds cliché, but the recruiting team just want a genuine reflection of you to understand why you want to work at Bell Gully and to gauge whether you can fit the corporate culture. Writing your application is a chance for you to shine through and show off all of your successes to date.

A young woman with long brown hair, wearing a white blouse and a dark blazer, is smiling and looking towards the right. She is in a professional setting, with other people blurred in the background.

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www.bellgully.com/graduates

BELL GULLY

Buddle Findlay

General Details

Locations: Auckland, Wellington, Christchurch.

Areas of Expertise: We provide a full range of services to the government and business sectors, including banking and financial services, corporate and commercial advice, public and administrative law, competition law and industry regulation, property, construction and infrastructure projects, employment and health and safety, environment and resource management, Māori law, litigation and dispute resolution, technology, media and communications, insurance, privacy and data protection, restructuring and insolvency, health law, intellectual property and tax.

Staff: 47 partners and 225 staff across three offices

Contact: Margot Elworthy, Human Resources Advisor, margot.elworthy@buddlefindlay.com

About the Firm

Buddle Findlay is one of New Zealand's leading commercial and public law firms with offices in Auckland, Wellington and Christchurch. Our origins date back over 120 years, to the earliest days of legal practice in New Zealand.

Buddle Findlay is progressive, well respected and at the forefront of the legal profession. We have an open and approachable client-focused culture, with a determination to continually provide the highest quality of service. Buddle Findlay's experienced partnership brings an energy and enthusiasm to New Zealand's legal market. Its practical approach has made it a valued strategic adviser to its clients with an ability to provide balanced advice within a broader commercial context.

We believe that our greatest strength lies in our people and we are committed to employing and working with talented people from a wide variety of backgrounds and experience. We respect and celebrate the value of different perspectives, individuality, and the importance of giving everyone an equal opportunity to fulfil their potential in a supportive and inclusive work environment - Buddle Findlay's 'culture' is our top strategic priority for 2019.

Working at the Firm

We want our lawyers to become leaders in their field and to play a leadership role in the firm, whatever their age or level of experience - and this plays a large part in making Buddle Findlay a great and innovative place to work. We believe strong leadership drives our culture and that in turn drives our business performance by encouraging, fostering and supporting excellence and performance-oriented behaviour.

Buddle Findlay's clients include national and multinational corporations, private equity and venture capital funds, banks and financial institutions, state-owned enterprises, government departments, and local and other statutory authorities. Buddle

Findlay also has strong links with law firms in Australia, the United Kingdom, United States of America and Asia.

Our difference lies in our open, collaborative, supportive and inclusive culture, in our commitment to excellence to our clients and to each other. We employ, develop and support talented people, provide them with challenging work and encourage them to extend themselves professionally and personally. Teamwork is a crucial element of working at Buddle Findlay. The firm aims to bring out the best in everyone, encouraging the sharing of ideas, workloads and responsibilities and capitalising on varied talents and strengths.

Buddle Findlay prides itself on being involved within the community and is pleased to be a key sponsor of the Halberg Disability Sport Foundation. The Halberg Disability Sport Foundation works with talented young sportspeople and their families to ensure that they receive the support they need to pursue their sporting dreams, and to reap the benefits that sport and recreation provide.

The firm also established the Buddle Findlay Child Health Foundation (the Foundation) charitable trust in 2005 to support children receiving residential medical care in New Zealand. Supporting child healthcare is a natural fit for Buddle Findlay with partners and staff having a genuine desire to make a difference. The Foundation is firmly committed to improving the experience for kids in hospital care in a direct and tangible way. More than \$1,100,000 has been donated for urgent medical care for children since the Foundation began.

In August 2018, Buddle Findlay signed a three-year agreement between the Foundation and the Māia Health Foundation (Māia). The Foundation is a Founding Business Partner of Māia, which is the charitable arm of the Canterbury District Health Board and has been set up to fundraise for items that are not budgeted for. This is a wonderful opportunity for Buddle Findlay to continue supporting child health in Christchurch which expands on the firm's existing relationships with the equivalent organisations for Wellington and Middlemore Hospitals.

Opportunities for Students

Each year we look for talented and motivated summer clerks to join us on a new and exciting journey into the world of corporate and commercial law. We typically encourage those in their penultimate year of study to apply, and will take applications for this summer from 14 to 31 March 2019.

If successful, and you choose to spend your summer with us, you will have the opportunity to immerse yourself in two different practice areas and become involved in client facing work. As a summer clerk, you will also enjoy plenty of networking opportunities, sporting events and social activities.

When assessing applications, we look for students who are committed to a career in law, a team player, client-focused, able to bring a diverse approach to our work and firm, and interested in a range of activities ie sporting, social and community.

For more information visit www.buddlefindlay.com/careers



IMAGINE

the possibilities

Start your legal career as a summer clerk at
Buddle Findlay—just imagine the possibilities.
Apply online from 14 to 31 March 2019.

venturefurther.co.nz

BUDDLE FINDLAY



Clerk Profile:

Andrew Benington
University of Otago
Solicitor

What kind of work have you been involved in at Buddle Findlay?

I have rotated across three different teams within Buddle Findlay. During my summer clerkship I shared my time between the banking and finance team, and the property team. Whilst only spending a month in each team I managed to get a flavour for the work that they do and I was involved in many different transactions. During my first year as a law clerk I was placed in the corporate and commercial team. I have been involved in a huge variety of work, including but not limited to, mergers and acquisitions, general corporate advice, contract drafting, project management and legal research. Because of the variety in what I do on a day-to-day basis I have very quickly developed and will continue to develop a broad skill base that will keep doors open throughout the firm and in the wider commercial world.

What do you enjoy most about working at Buddle Findlay?

The people I have met at Buddle Findlay have made my time here incredible. I have worked alongside some extremely intelligent and friendly people who not only want to achieve the best for themselves and the firm, but who will go out of their way to ensure that everyone around them has the best experience possible. Work life is much easier when you can call your colleagues your friends and I do feel that I have made life long connections with many people at the firm.

What is the most challenging part of working at Buddle Findlay?

Adapting to working life after spending five years at university can be a shock to the system. Coming to work every day with a workload that can be out of your control at times can be daunting and difficult to manage. However, this environment is where time management skills and people skills are developed very quickly and after time this becomes much less of an issue. Buddle Findlay provides support to law clerks with having a buddy system and weekly trainings in order to ensure that there are no issues learning these skills.

What are the social opportunities like at Buddle Findlay?

The social committee at Buddle Findlay work tirelessly to ensure that the year is jam packed with social and sporting activities. Buddle Findlay has sporting teams that play weekly indoor netball, football and touch rugby and we partake in sport exchanges with other firms where we get the opportunity. At the end of each week we have Friday night catch-ups which are a great way to round off the week and interact with people from different areas of the firm. Yearly events such as the midwinter ball, the ski trip, quiz nights and Christmas festivities provide great opportunities to celebrate success with colleagues.

What makes Buddle Findlay different from other law practices?

Buddle Findlay has a reputation as a friendly yet professional law firm and that really shows. The reality is that regardless of what firm you join, you will be doing similar work for similar clients. The difference that Buddle Findlay provides is in its attitude towards its employees and clients. Clients are managed with the utmost respect and professionalism and employees are treated as part of a team and are given the support they need in order to ensure that they are able to provide clients with the best possible experience.

What has surprised you about working at Buddle Findlay?

When starting work at a law firm I was always told that I wouldn't like it that much and that I should tough it out for a couple of years before I start to enjoy it. But at Buddle Findlay, that simply hasn't been the case. From day one I have enjoyed myself immensely. Of course there has been tough work and I have felt pressure at times, but I have had support throughout and have really felt my legal skills flourish in the process. Having work-life balance has also been something that I have cherished. Everyone at Buddle Findlay has been incredibly supportive of outside work activities and hobbies and it is great to be able to keep up with these.

Why do you recommend applying for the summer clerk programme at Buddle Findlay?

The summer clerkship programme is a great opportunity to experience what it is like to work at Buddle Findlay before making the big decision as to what to do with your life at the end of your university career. It is a foot in the door and will set you up for your career in law and your time at Buddle Findlay. Joining the firm with a group of other summer clerks in the same position as you and working through many of the same issues and experiences that they also have makes entry into the corporate world much easier. Getting to know the people and the office will allow you to fit in seamlessly when it comes time to assume your role as a law clerk.

What would your advice be to students wishing to apply to Buddle Findlay?

Approach the application process with an open mind. Buddle Findlay likes to see that you are a well-rounded person, someone that can get along with everyone in the office, and someone who will work well as part of a team. Think about how to present yourself as friendly and approachable. Preparation is key for this as it will allow you to relax during the interview.

Chapman Tripp

General Details

Locations: Auckland, Wellington and Christchurch.

Areas of Specialisation: Full-service law firm including corporate & commercial, litigation, property & construction, finance, tax, resource management, financial services

Staff: 60 partners and 200+ legal staff across three offices

Contact: Rachel Steward (Recruitment Lead), recruitment@chapmantripp.com

About the Firm

Chapman Tripp is New Zealand's leading full-service law firm.

We work on complex and challenging legal and commercial projects and advise major New Zealand and multinational organisations across the full spectrum of government, industry and commerce.

Over the past two years, Chapman Tripp has advised on more mergers and acquisitions work than any other New Zealand firm, including a number of New Zealand's major cross-border deals.

Our clients include major banks, financial institutions and investment funds, and corporates including ANZ, Chorus, Fonterra, Mercury, Microsoft, NZ Super, Powerco, Precinct Properties, Ryman Healthcare, Todd, Tower, Vector, Westpac and Z Energy. We also work with airports, local and central government entities, iwi around New Zealand and have strong referral relationships with international law firms.

While we don't measure our success by the number of awards we have won, they do reinforce the value of the results we achieve for our clients and the pride everyone in the firm takes in our work. Here are a few recent achievements we're proud of:

- Large Law Firm of the Year – 2018 NZ Law Awards
- Deal Team of the Year – 2018 NZ Law Awards
- New Zealand Law Firm of the Year – 2018 Chambers Asia Pacific Awards
- Most Innovative National Law Firm (NZ) – 2018 IFLR Asia Awards

Working at the Firm

Our culture is based on five core values (integrity, people, collaborative, astute and dynamic), which are much more than words on a page. They underpin everything we do. We expect our people to demonstrate our values in their day-to-day interactions within the firm and with our clients.

We are 100% committed to creating a culture of belonging which focuses on equal opportunity, merit and providing the tools to be our best.

Diversity Statement

Chapman Tripp is a community that cares.

We value all people and their experiences.

We all belong.

The firm is committed to developing its employees and along with extensive training, Chapman Tripp offers in-depth employee reviews, mentoring, flexible working arrangements, paid parental leave, a generous wellness package, free health insurance, a comprehensive development programme and study support. There are also plenty of opportunities to get involved in firm volunteering, social activities and sporting groups.

Opportunities for Students

Chapman Tripp welcomes applications for our winter and summer clerkship programmes across all three offices.

Our 2019 winter clerkship is an eight day programme aimed at students with two full years of study remaining and is a fast-track onto our 2020 summer clerk programme. Our winter clerks spend time working in their teams alongside a supervisor and buddy, take part in learning workshops and attend social activities. Applications open in April/May 2019 and the programme takes place in July.

Our 2019 summer clerk programme is aimed at students in their penultimate year of study, who can join the firm as a law clerk in February 2021. Summer clerks get to experience life at the firm by rotating through two teams with exceptional training, client visits, performance feedback, supervisor and buddy support, firm and team social events and volunteer work. We keep our intake to around 25-30 summer clerks across our three offices, and we don't take on more summer clerks than we have law clerk positions to offer. That means our summer clerks don't compete and they have the opportunity to get stuck into real work. Applications open 14 March 2019.



Summer Clerk Profile:

Janna Tay
University of Auckland

What kind of work have you been involved in at Chapman Tripp?

My two rotations over summer were in Finance and Corporate (M&A). Both are transactional teams so the work focuses on setting contracts up or executing deals. I helped out on one of the biggest commercial property acquisitions in New Zealand, saw a few loan transactions from start to end, and compiled many transaction bibles. But I was also lucky to be attached to the restructuring and insolvency partner in Finance. His work sits close to Litigation, and involves looking at cases and statutes to set up structures that won't be challenged in court. For that, I helped with three insolvent companies – I researched case law, proofread proposed structures, and sat in on calls with clients. So even though I was in two transactional teams, I experienced the whole spectrum of legal work.

What did you enjoy most about working at Chapman Tripp?

Getting to do real work and contribute to the team! The main way in which a summer clerk can be useful is to make other people's lives easier. They're not always the most glamorous tasks but sometimes the most mundane things are the most important; so it was rewarding to look after my own moving part and have my teams appreciate what I'd done, however small.

What was the most challenging part of working at Chapman Tripp?

To know almost nothing is terrifying for high-achieving perfectionists such as law students – but that's where you begin. Law school unfortunately doesn't map well to the day-to-day of a law firm. I made many mistakes, took forever to understand everything, and still haven't mastered the art of how to approach people at their desks without feeling like I'm irritating them. But while the learning curve is steep, there are great teachers at Chapman Tripp. Very busy people took the time to explain entire backgrounds of deals to me along with surrounding legal concepts, for which I remain very grateful.

What makes Chapman Tripp different from other law practices?

There's an increasing push towards technology and innovation at Chapman Tripp. Before summer clerking, I worked for a year and a half in Chapman Tripp's technology business, Zeren. We use technology to optimise the law and allow clients to, for example, automate repeatable processes or streamline workflows to save time and money. We encourage legal teams to think about how technology will impact what they do on a daily basis and not to just keep doing things as they've always done.

What would be your advice be to students wishing to apply to Chapman Tripp?

Know your purpose. There are large amounts of anxiety about not being "commercial" enough or being unsure about whether one really wants to be a commercial lawyer. I was like this. I'm an Arts conjoint, double majoring in politics and philosophy – not exactly stellar material for deals. But if you approach your application with the purpose of, say, learning about a new area or taking on a challenge, it helps to clarify what you want, to translate your experiences to commercial law, and to convey all of that effectively under pressure.



GROWTH - TEAMWORK - FUN - SUPPORT - MARKET LEADING CLIENTS - CHALLENGING WORK - LEARNING AND DEVELOPMENT - COMMUNITY



WATCH JANNA'S STORY AT [GRADUATES.CHAPMANTRIPP.COM](https://graduates.chapmantripp.com)

Duncan Cotterill

General Details

Locations: Auckland, Wellington, Nelson and Christchurch.

Areas of Expertise: Full service law firm with specialties in banking and finance, construction and property, corporate and commercial, employment, health and safety, immigration, technology, insolvency and restructuring, intellectual property, international, litigation and dispute resolution, overseas investment, private client, property, public law, resource management and trust law.

Staff: Over 180 employees with 120 qualified lawyers (including 38 partners).

Contact: Kirsten Wood (HR Manager) kirsten.wood@duncancotterill.com

About the Firm

It is our enterprising attitude that has led us to set up and grow offices in four distinct markets. It has also helped us build an energetic, diverse and collegial partnership. And it is what has attracted enterprising people and organisations to work with us. Our clients range from high-growth tech start-ups to multinationals and leading New Zealand businesses including Animates, ASB, Datacom, Farmlands, Fire and Emergency New Zealand, IAG, IHC, PGG Wrightson, Smiths City, Synlait and Trade Me. We are a member of TerraLex, a global network of high-quality legal professionals operating in over 100 countries, and the International Trademark Association (INTA). We are appointed to the All of Government panel for external legal services and are a signatory to the Gender Equality Charter.

Working at the Firm

As a summer clerk or graduate, you'll gain the best insight into what it's like working for an enterprising law firm by working alongside our lawyers and partners from day one. We will expose you to a variety of challenging work and our diverse clients from the beginning. You will also contribute to pro bono work that draws on the firm's knowledge and expertise to benefit charities, people, local communities and organisations that align with our core values. Whilst we expect you to work hard, we encourage fun and celebrate success. Across our offices, we have a range of organised social activities, sports teams and stimulating opportunities to help you get to know your colleagues personally and professionally.

Opportunities for Students

We relish the enthusiasm and fresh viewpoints that summer clerks and graduates bring to our firm's culture. We are large enough to offer our graduates a diverse range of work across different specialties but nimble enough to give them exposure to partners, senior lawyers and clients. We offer support for your professional study (at the graduate level) and ongoing training and development in an inclusive and supportive work environment.

If you want to work with lawyers who show initiative and resourcefulness and who move on tomorrow, today, we would like to hear from you.



Graduate Profile:

Nikita Bartlett
University of Auckland

What team did you clerk in? If you are in more than one team, what team is your favourite and why?

I joined Duncan Cotterill as a summer clerk and worked in the corporate/commercial and litigation teams. As a graduate I was exposed to employment and litigation work again which I really enjoyed and this cemented my decision to work in the employment team permanently. I really enjoyed the variety of work and having the opportunity to be involved in both advisory work and dispute resolution.

What do you enjoy most about working at Duncan Cotterill?

There are so many things I enjoy about working at Duncan Cotterill, but at the top would have to be my team and the people in general. Everyone is unbelievably welcoming and willing to help regardless of how busy they are and I have experienced this in all of the teams. All of our partners have an open door policy and encourage questions so the support has been endless.

What is the most challenging part of working at Duncan Cotterill?

Any transition from university to full-time office work is challenging and the steep learning curve can be really daunting at first. Another challenging thing is accepting that every task will take you longer than anyone else in the beginning, but it gets easier!

What are the social opportunities like at Duncan Cotterill?

There are a lot throughout the year. We have sports events, BBQs, client functions, lunchtime activities, and a number of annual events. I have been on the social club organising committee and have been able to put forward new events and activities for the office.

What makes Duncan Cotterill different from other firms?

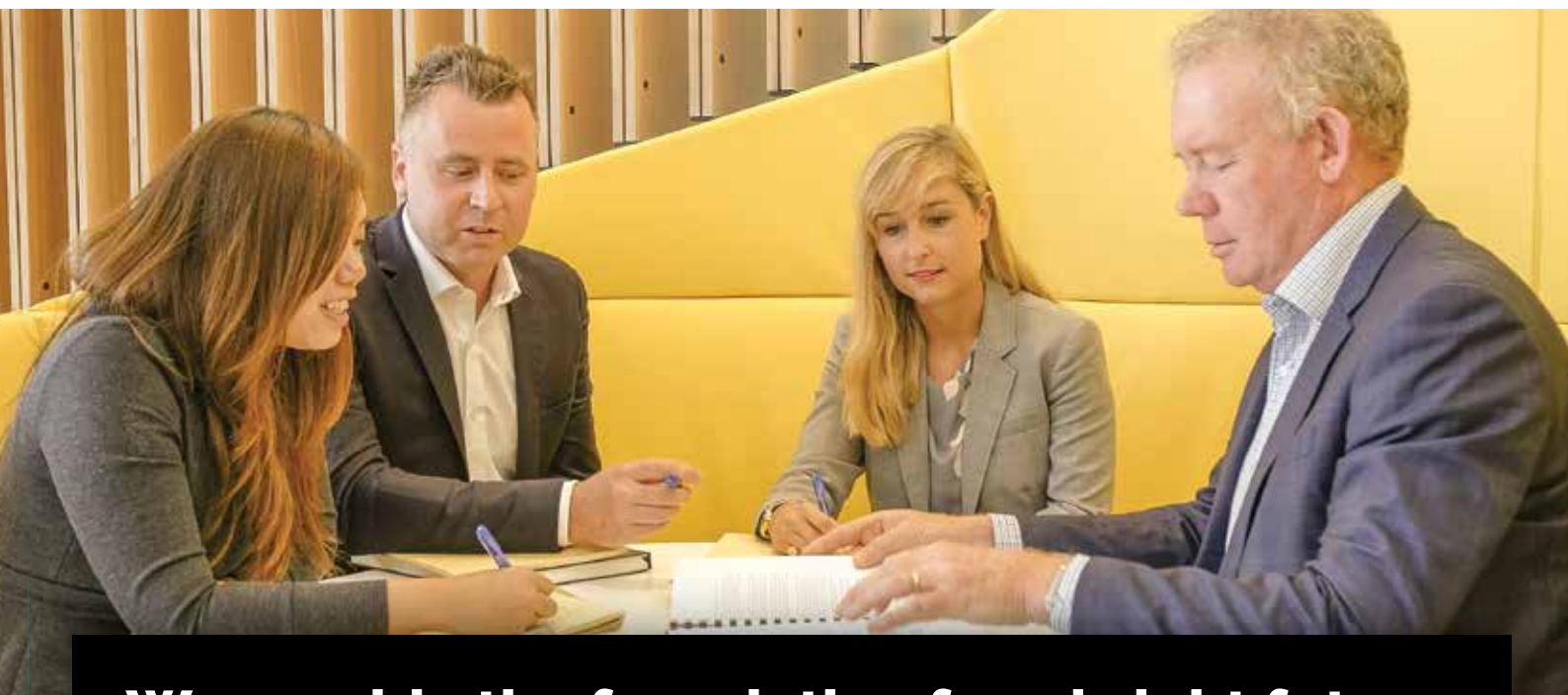
One of the best things about Duncan Cotterill is our Auckland office is small enough (about 60 employees) that you get to know everyone well, while still being part of a large nationwide firm (the firm has offices in Auckland, Wellington, Nelson and Christchurch and employees over 180 people) with a big network and resources. Juniors get a higher level of partner contact than may be possible in a larger team and the chance to do valuable work for a large range of clients across the country.

What has surprised you about working at Duncan Cotterill?

The most surprising thing was realising how much there is still to learn after law school. I learnt more in my first couple of months of working than through the entire law degree. I was also surprised with the responsibility I was given and being trusted so early on with interacting with clients.

What has been your favourite experience whilst working at Duncan Cotterill so far?

For the graduate programme, we were flown down on two occasions during the year to the Christchurch office to do our induction training with the graduates from other offices. It was really cool to meet the people we work alongside with (and spend a lot of time on the phone!) and share experiences. I now have friends in all of the offices.



We provide the foundation for a bright future.

You'll gain the best insight into what it's like working for an enterprising law firm by working alongside our lawyers and partners from day one.

Be inspired here:

careers.duncancotterill.com

Auckland / Wellington / Nelson / Christchurch



Harmos Horton Lusk

General Details

Location: Auckland

Areas of Specialisation: Specialist corporate and transactional advice, corporate takeovers, acquisitions and defence, board and strategic advice, private equity and venture capital, capital markets and securities, foreign investment and corporate advisory.

Staff: 16 staff

Contact: Naina Faith (Practice Manager), careers@hhl.co.nz

About the Firm

Harmos Horton Lusk is New Zealand's premier specialist corporate law firm. We are market leaders in governance advice, public takeovers, private mergers, acquisitions and dispositions, and public and private capital raisings.

We have an enviable reputation for expertise at the high end of the market. The transactions on which we advise are regularly nominated for, and have won, international and national awards, and members of our team are highly recognised in legal and rankings publications.

For aspiring young lawyers, Harmos Horton Lusk is where you can hone your critical thinking skills, because we're more than legal experts - we're creative thinkers and innovative solution finders, known for developing industry-leading strategies for our clients.

Does this sound like something you'd like to be part of?

Working at the Firm

If you're a young lawyer looking to be immersed in high quality, cutting-edge corporate law, talk to us.

Because corporate work is our speciality, we thrive on solving complex and challenging problems to deliver commercially viable outcomes. To do that we think outside the square, so you'll learn from among the best thinkers and strategists in the business and gain fantastic solution-driven experience along the way.

That experience will come via a rich variety of corporate work which includes complex merger and acquisition transactions, takeovers, capital markets and equity advice, corporate governance and strategic board advice, foreign investment, and a range of other high-profile work. Recent notable transactions include advising Restaurant Brands (which operates Pizza Hut, KFC and Taco Bell restaurants in New Zealand and globally) on its response to a \$881 million partial takeover offer and advising on the \$100 million block trade sale of Pushpay (a SaaS business which provides payment services in the USA) shares by one of its founders.

For us, it is not simply about the application of the law - it is about an absolute commitment to achieving the best commercial outcomes for our clients.

This philosophy, and the nature of our work with some of New Zealand's leading listed companies, private equity firms and corporates, means you'll be part of a team whose work is constantly stimulating, challenging and dynamic. As a result, we promise your knowledge and expertise as a professional will grow exponentially, while working in a fun and energetic team environment.

A position at Harmos Horton Lusk will prepare you to work in any of the world's financial centres - we've helped our alumni secure positions at leading international law firms in London, New York and Singapore.

Opportunities for Students

Harmos Horton Lusk has positions open now for summer clerks and positions for graduates for 2019 onwards. We're looking for highly motivated, high achieving candidates, with a passion for corporate law.

For more information visit <https://www.hhl.co.nz/careers>.



WE'RE LOOKING FOR SHARP THINKERS

Harmos Horton Lusk is New Zealand's pre-eminent specialist corporate legal advisory firm, with a well-earned reputation for innovative, solution-centred advice.

For law students and graduates, a position with us is the beginning of a career at the top end of corporate law.

You will learn from some of New Zealand's most respected corporate lawyers, honing your incisive thinking and creative problem-solving skills on high profile work, in a dynamic, supportive, team-orientated environment.

The rewards and remuneration include above market compensation and six weeks' annual leave for our lawyers, reflecting our international reputation for excellence.

To find out more, visit hhl.co.nz/careers





Graduate Profile:

Anthony Ellis
University of Auckland
Graduated in 2017

What kind of work have you been involved in at Harmos Horton Lusk?

I started at Harmos Horton Lusk as a summer clerk and from day one, I have been involved in a variety of corporate transactions ranging from public takeovers, acquisitions, dispositions, initial public offerings, governance advice, and public and private capital raisings.

What did you enjoy most about working at Harmos Horton Lusk?

The people. Yes, it's a cliché, but the directors and senior lawyers are supportive and approachable, willing to invest their time into your learning and development as a young lawyer and are always up for a laugh. Everyone at the firm is hardworking and it is great to know that you are working alongside and learning from the best of the best.

What was the most challenging part of working at Harmos Horton Lusk?

From day one you get thrown into the deep end. While daunting at first, you soon realise how quickly you are learning and getting the hang of things. You are encouraged to try and figure things out yourself and take responsibility in the work you are doing. That said, the firm is committed to training and its quality commitment means work is well supervised. Everyone is supportive and willing to lend a hand if you need it. The directors and senior lawyers always make an effort to ensure that their doors are never closed.

What are the social opportunities like at Harmos Horton Lusk?

Whether it is playing a quick game of cricket out the back of the office, weekends away at a winery, competing against each other at a pub quiz, or our weekly catered lunches, there is always something on at the firm. We also do quarterly social events organised by the junior lawyers (two with people's other halves) and these are always a fun way for the entire team to let off some steam and to catch up with everyone.

What makes Harmos Horton Lusk different from other firms?

Harmos Horton Lusk is unique in that it ranks among the very top firms for transactional legal advice despite not wanting to be a full-service one-stop shop. That allows the firm to choose its mandates. We are a focussed team working at the highest level, which is why you get to be involved in such interesting and challenging transactions. There is no such thing as an "easy" day at the firm, but you are always learning and growing your skills with the full support of your colleagues. Also, it is a true meritocracy, so there's no allocation of tasks based on your age and stage – if you are keen to learn, then you can guarantee you'll be able to get involved in all sorts of transactions.

What has surprised you about working at Harmos Horton Lusk?

I was surprised at the level of involvement you get at the firm and the noticeable lack of hierarchy. You often find yourself working one on one with the directors and senior lawyers and learning a variety of different ways to do things. For example, you get to see and learn from people's different styles of negotiating, drafting and ways of thinking about complex legal problems.

What has been your favourite experience whilst working at Harmos Horton Lusk so far?

It is hard to pinpoint a favourite experience. I really enjoy working on transactions from the beginning to end and watching all of the pieces fall together, knowing you were a part of helping get a positive outcome for your client. Another enjoyable experience was the move into our new office space. The whole team, including the junior lawyers and the support team, were regularly consulted during the design phase, and it was great to see our suggestions implemented in the final outcome. At Harmos Horton Lusk you really feel part of a place that values your opinions and inputs.

What would be your advice be to students wishing to apply to Harmos Horton Lusk?

Be yourself and honest throughout the application process. At Harmos Horton Lusk, culture is critical for us and we value individuality. We pride ourselves on being a small and cohesive team who can work together effectively and efficiently, while having a laugh at the same time.

Kensington Swan

General Details

Locations: Auckland, Wellington

Areas of Specialisation: Banking and finance, China Business, Construction and Infrastructure, Corporate and commercial law, Dispute resolution, Employment law and labour relations, Environment and planning, Financial markets, Health and safety law, Information technology law, Insolvency and restructuring, Insurance Law, Intellectual property, Private wealth, Property and real estate law, Public law.

Staff: 95 lawyers

Contact: www.kensingtonswan.com

About the Firm

We are a premier commercial law firm that is growing our talent and expertise. Our specialist industry knowledge benefits clients across key industry sectors, and we work at the forefront of these core areas of practice. Within these core areas, we have specialist teams of experts who are market leaders advising clients on highly complex legal challenges within their industry sector.

Working at the Firm

We are confident about the future. We are ambitious for our clients and our people, including you. We want you to help us design and deliver tailored services, make law more digestible, humanise the law and provide an unbeatable client experience

You will gain from the exceptional opportunities to work with our quality lawyers who advise and represent clients both nationally and globally in all areas of commercial law. Our deep level of engagement with clients continues to attract work that not only requires excellent legal minds but an intimate understanding of clients' needs.

Kensington Swan represents leading private and public sector organisations in New Zealand and internationally. The firm has an extensive pro bono programme and undertakes work for organisations such as Kiwis for Kiwi, the Auckland Theatre Company, and the Arts Foundation,

The firm encourages a good work/life balance by offering regular social and sporting events, a wellness programme, and flexible working arrangements. Kensington Swan's international connections and alumni can be helpful in supporting the ambitions of a student who wishes to one-day travel or work offshore.

Opportunities for Students

Kensington Swan takes summer clerks from November through to February each year. Applications remain open all year, but we do have a focused recruitment drive in March, with interviews in April and May.

For more information visit www.kensingtonswan.com

**Clerk Profile:**

William Ostick
(2017/18 summer)

Those first steps into a commercial law firm can be daunting and intimidating. Everyone at Kensington Swan immediately settled my nerves, and from my first morning I noticed a culture that was enthusiastically supportive and genuine. Over the summer I gained greater value than I can describe, not only in the legal sphere, but also in the business, social and professional environments. However, I also came to the realisation that we, as summer clerks, had plenty to offer as well.

I worked in two teams, Environment & Planning and Corporate & Commercial. Splitting the workloads and priorities provided a valuable challenge, and helped me develop both time management and social skills. I was involved in a vast range of work, from updating textbook to chapters to drafting agreements, with a level of responsibility that exceeded my expectations. Kensington Swan is committed to encouraging personal development through training and L&D seminars, and from there stems the development of the firm.

The social opportunities are extremely broad. I was able to test my social and communication skills at client functions, as well as enjoy internal firm celebrations, at both of which I learnt a great deal. The standout feature of the social environment at Kensington Swan, however, is the close relationships made so quickly amongst peers. I made personal friendships that go far beyond the office, which makes the environment that much more enjoyable.

The 'summer clerk' label at Kensington Swan is merely that – a label. The reputation of summertime as a clerk is often glorified and glamorous, a selling point that masks the real nature of a law firm. At Kensington Swan, it is an experience in which we felt like integral parts of the environment. Our level of autonomy is attached to high expectations, which really grew my maturity and confidence. Kensington Swan is welcoming, friendly and unassuming, and has changed my perspective on the legal industry. I can't imagine a better platform to start a legal career.

**Clerk Profile:**

Manisha Sharma
(2017/18 summer)

I spent my summer clerkship working across two teams – Banking & Finance and Corporate & Commercial. It was a great opportunity to experience how the two areas of law are connected beyond what I had studied at university. Straight away I was working on transactions, and was able to give input across both teams. It was a great way to get to know my colleagues and work with amazing people.

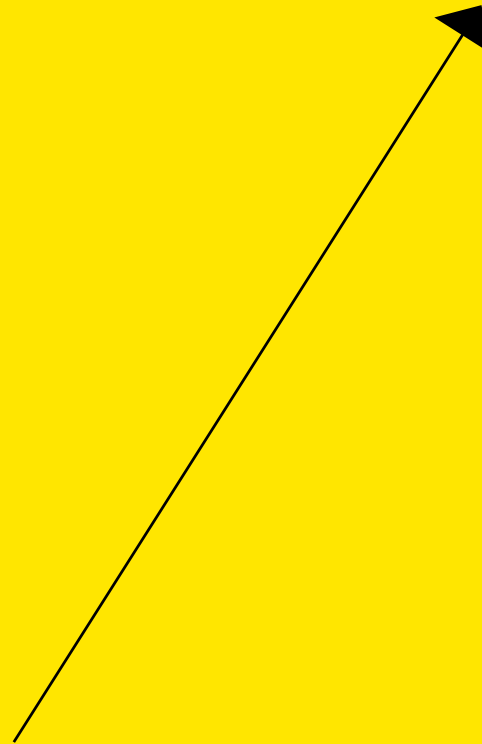
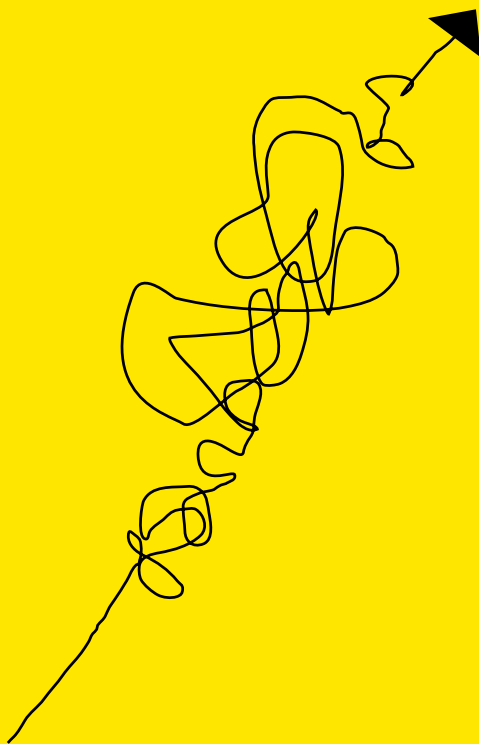
Kensington Swan provided me with countless opportunities to do stimulating work beyond anything I had expected. I learnt new skills every day, and was trusted to work on numerous multi-million dollar and international transactions which was an invaluable experience. Though the work was challenging, especially having to translate skills I had learnt at university into practical terms, it was an incredible learning opportunity that I am hugely grateful for. My supervisors were always willing to explain the complex backgrounds of matters in order to contextualise the work I was doing.

Throughout summer, I was also kept busy with Kensington Swan's endless social opportunities. The social events, people, and varied legal work made for a fantastic and memorable summer.

The Kensington Swan Summer Clerk and Law Graduate experience

Your expectation

Reality



Apply at: kensingtonswan.com

KensingtonSwan*

Applications open
14 March 2019
and close **31 March 2019**
(applications need to be received by 12:00pm).

King & Wood Mallesons

About the Firm

As an elite international law firm headquartered in Asia, we are reshaping the legal market by challenging our people and our clients to think differently about what a law firm can be today, tomorrow and beyond.

We thrive on exceeding the expectations of our clients, and as such the world's leading organisations turn to us to unlock their biggest opportunities and deliver solutions to their most vexing challenges.

With ambitious thinking and innovation in our DNA, we partner with our clients to bring to life pioneering solutions which will help them to adapt, reinvent and grow. We believe innovation comes from giving our people room to grow, and as such actively encourage input and ideas from all levels of the firm.

Our people are encouraged to think differently and shape their own career path, supported at every step of the way, with world-class training, coaching and hands-on experience. There is no 'one size fits all' career model, and we offer multiple opportunities for our lawyers to gain experience and thrive.

At King & Wood Mallesons we provide you with the opportunities to reimagine a career in law to become what you want to be. Are you ready?

Key Statistics

Most Popular Overall Law Employer in the 2018 AFR Top 100 Graduate Employers

Rankings

- One of the Top 100 Graduate Employers in GradAustralia's 2018 Student Survey
- Top 15 global brand*
- 27 international offices;
- One of the largest international legal networks in the Asia region with 500+ partners and more than 2000 lawyers;
- Our clients range from a mix of global financial and corporate powerhouses through to new industry-makers and all levels of government
- With an unmatched ability to practise Chinese, Hong Kong, Australian, English, US and a significant range of European laws under one integrated legal brand, we are connecting Asia to the world, and the world to Asia.

*Source: 2018 Acritas Global Elite 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, and North America.

Our Programmes

kwm.com/careers

Our clerkships give you 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.

During your clerkship, you'll learn:

- The day-to-day skills to get you started – taking instructions, meeting with clients, drafting memos/documents, managing your practice and professional relationships.
- Our core practice teams – who they are, what they do, how they're structured, the clients they work for, and of course, your role within them.
- Our culture – you'll be exposed to (and encouraged) to get actively involved in the many activities and events that define KWM.
- Our people – you'll find that people from every part of the business will help you by sharing their knowledge and ensuring you have everything you need to succeed.

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 won't just be watching from the sidelines. Our people are encouraged to get involved in the many social and sporting activities that go on in the firm as well as the broader community.

Graduate Program

We offer a unique training experience with multiple rotations and a bespoke comprehensive learning and development program for our graduates. We invest heavily in development to support graduates in fulfilling their potential.

What you'll learn

The program provides a practical business foundation for junior lawyers. You'll receive:

- Meaningful work covering a wide range of practice areas
- Client contact and an in-depth understanding of how they operate in a commercial and regulatory environment
- The opportunity to work as part of a team with a range of partners, senior associates and solicitors in different practice groups
- A practical understanding of areas of our legal practice
- A comprehensive knowledge of the firm, our technology, our resources, our processes and, of course, the people you'll work with.

As part of the Graduate Program, we also offer a Practical Legal Training (PLT) course with the College of Law to our Australian Law graduates, ensuring that you meet the requirements for admission to legal practice. The program also promotes and supports the mobility of our staff across our offices by giving you the opportunity to apply to go on exchange in one of our interstate or overseas offices. Through this, you are able to access a greater choice and variety of destinations and on-the-job experience.

KING & WOOD
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WE

A DIFFERENT PERSPECTIVE

At KWM we believe in a culture of collaboration.
Grow as an individual, succeed as a team. That's The Power of Together.



careers.kwm.com/en/graduates-australia





Summer Clerk :

Jack Fogl
University of Technology,
Sydney

Degree: Bachelor of Laws / Bachelor of Arts in International Studies (Spanish) A clerkship at KWM offers a unique window into the life of a lawyer in an international, commercial law firm.

Summer Clerk Intake: 2017/18

Areas of Rotation: Projects & Real Estate and Dispute Resolution

The application and interview process:

The application and interview process was a huge part of why I ended up choosing KWM. There's something very unique about it. It felt genuine and personal. I also think it's fantastic that they de-contextualise the applications, which demonstrates their commitment to talent.

The work:

In a large firm like KWM, with a number of practice areas, the work is very diverse. The beauty of the clerkship is that you have two rotations, which allows you to get a taste of this variety. My first rotation was transactional and involved completely different work to what I was doing in my second rotation in litigation. The firm is also very supportive of work sharing, and you can often put your hand up to get a taste of work in other areas if they need assistance.

The culture:

It's not easy to sum up the culture of such a large firm like KWM. The reality is that the culture varies between teams, and you've got to find what is right for you. This is another beauty of the rotations, as you begin to learn what works for you and what doesn't. At a high-level, there is certainly pride in the work that the firm does, which permeates all practice areas.

The support:

There's an enormous amount of support throughout the process. As a clerk, you are assigned a buddy, a development coach and you have your supervising partner. The buddy is your go-to person, who is happy to field all your questions. I was very comforted to be told early on by one of my buddies that "no question is a stupid question".

Your development coach is for the big-picture stuff. They help manage your workflow and are available to have open, career-focused chats. The partner is then your final tier of support.

Pro bono and community:

As part of the clerkship you are introduced to the pro bono practice of the firm, which is something that it takes great pride in. There are opportunities to volunteer and give back which I loved. A highlight of my clerkship was spending one morning at the Downing Centre assisting one of the solicitors who was volunteering as the duty solicitor.

The social life:

I was astounded by how social the clerkship was, and I can speak to this as I was one of the two socials coordinators! You have clerk sport, clerk lunches, clerk cruise, Christmas parties (yes, plural), Friday night drinks and so much more. What I liked about it was that there was no pressure to attend everything and you can be as involved in the social aspect as you wish.

Why i chose King & Wood Mallesons:

To be perfectly honest, making the choice felt like a bit of a gamble. There's only so much you can learn about a firm through the clerkship process. However, when it came to choosing, I focused on the interesting, genuine and diverse people I met through the process and the firm's exceptional reputation in the market.

My clerkship vs. my expectations:

I think the clerkship largely met my expectations. I met diverse, brilliant lawyers and fellow clerks, did interesting work and had a very busy social calendar. I was surprised, however, by the level of responsibility I was given as a clerk and the opportunities I had to push myself and work closely with some very senior lawyers in the firm.

Who would i recommend a KWM clerkship to:

I would recommend a clerkship at KWM to someone who wants to work on market-leading deals, who takes pride in their work and who wants to develop as a young lawyer. The training and support you receive at the firm are second to none.

Mayne Wetherell

General Details

Location: Auckland

Areas of Expertise: Corporate and finance law

Staff: 32

Contact: Susie Evans (Office Manager), susie.evans@maynewetherell.com

About the Firm

Mayne Wetherell acts on ground breaking business transactions which regularly hit headlines. As a result, the firm's young lawyers are involved in stimulating projects that require creative legal solutions and advice.

Recently the firm acted for Auckland Council in relation to its Green Bonds, Collective Dairy in relation to its capital raise, Quadrant in relation to its purchase of Jetts NZ and RJ's Licorice, and The Warehouse in relation to its acquisition of The Appliance Shed.

Working at the Firm

Operating as a single team, Mayne Wetherell's solicitors have exposure to all areas of law which underpin business transactions. Young lawyers at the firm therefore benefit from a diet of work that is unparalleled in the New Zealand legal market. The firm's specialist practice allows it to provide its lawyers with a quality of experience and a level of remuneration which is unsurpassed in the market.

Clients seek Mayne Wetherell out for its commercial approach to legal advice and for its commitment to quality of service. Clients include New Zealand, Australian and multinational corporations, investment banks and private equity funds, including 2degrees, ANZ, Auckland International Airport, Bank of New Zealand, Commonwealth Bank of Australia, Deutsche Bank, Fonterra, Goldman Sachs, MediaWorks, Transpower, UBS and Westpac.

The firm's commercial approach to legal problems ensures that its young lawyers develop business acumen to complement their legal expertise. It is this combination that allows the firm's solicitors and associates to progress at a faster rate than their peers at other firms and distinguishes Mayne Wetherell alumni on the world stage. In the tough international job market, former employees of the firm are securing jobs in top international law firms and banks, a testament to the firm's reputation as a market leader in corporate and finance law.

Opportunities for Students

Mayne Wetherell offers a summer clerk programme for law students.

Visit www.maynewetherell.com/careers/ for more information.



Summer Clerk :

Alexia Grindle
University of Auckland
Graduating 2019
(summer clerk of 2018/19)

What team/s did you clerk in this summer?

Mayne Wetherell does not have separate teams. Instead, teams are formed for each transaction and will work through every aspect of a particular deal. While Mayne Wetherell's work mainly consists of corporate and finance transactions, I was exposed to a wide range of legal issues. Over my summer, I had an opportunity to try a mix of legal disciplines (including specialised topics such as Intellectual Property). The opportunity to work with different team members for each transaction allowed me to experience different working styles from a range of lawyers at different stages in their careers.

What did you enjoy most about working at Mayne Wetherell?

Mayne Wetherell prides itself in offering real work over the summer and from day one, I found that to be undoubtedly true. Throughout the summer I was engaged and actively applying the skills that I have learnt at law school to real world legal problems and gaining an insight into the work I will be doing in my future career. The open plan offices mean that you are surrounded by graduates, solicitors and partners who are all equally approachable and willing to answer any questions.

What was the most challenging part about working at Mayne Wetherell?

At Mayne Wetherell, you are pushed to learn and grow. With that comes the challenge of learning on the job and managing live legal issues with real world consequences. However, everyone at Mayne Wetherell is extremely willing to help you understand your task and, perhaps more importantly from my perspective, they also take the time to help you to grasp the overarching transaction and how you are contributing to it. So, even though you need to comprehend a lot of new information at once, you work in an environment where you are encouraged to ask and feel comfortable in asking questions.

What are the social opportunities like at Mayne Wetherell?

There are a number of social opportunities available at Mayne Wetherell and there is always an event in the pipeline to get involved in - whether it's a simple Friday drinks, coffee catch-up, the Christmas function or the firm retreat at the end of the summer (where the whole firm went to Mangawhai for the weekend). One highlight was the paint and sip competition, where we spent an evening painting canvasses to form a mural of the Auckland skyline. The kitchen is the social hub of Mayne Wetherell and the table tennis table provides plenty of opportunities for competitive lunchtime breaks. In addition, from the day that we accepted our offers, we were invited along to firm events like the mid-winter Christmas party and to join the firm netball team. This allowed me to keep in contact with everyone throughout the year and made it much less nerve wracking on my first day.

What makes Mayne Wetherell different from other firms?

I think the difference at Mayne Wetherell is that it feels extremely genuine, with a strong comradery among staff. This was something that drew me to Mayne Wetherell during the recruitment process and was confirmed over my summer with the firm. Regardless of status, people are willing and eager to see you learn and grow and just as eager to have a coffee with you.

What has surprised you about working at Mayne Wetherell?

I was surprised by the range of work we were tasked with, and the independence we were given to complete it.

What has been your favourite experience whilst working at Mayne Wetherell so far?

I enjoyed working on a transaction from the beginning briefing stages to the end product that was delivered to the client. Within hours of starting on my first day, I joined an associate and a solicitor in a briefing meeting for our client who was looking to start a new business and needed advice about all of the laws and regulations that would apply to it. I helped on all stages of the transaction, during which I was exposed to a diverse range of tasks from researching industry laws to writing the terms and conditions for the website. Having such a high level of involvement from my first day and knowing that I was doing real, valuable work was exactly what I was looking for in my summer clerkship.

Expect more. Be rewarded.



Mayne Wetherell is the law firm of choice for New Zealand's most significant and complex business deals.

If you aspire to operate at the forefront of our profession, the opportunities at Mayne Wetherell are exceptional. Our people are rewarded with a quality of experience and a level of remuneration which are unsurpassed in the market. Take the first step in your career with Mayne Wetherell.

Find out more by visiting our website.

www.maynewetherell.com

**Mayne
Wetherell**

Meredith Connell

General Details

Locations: Auckland, Wellington

Areas of Expertise: Full service law firm

Staff: 230+

Contact: Andy Smith, Chief People and Capability Officer, andy.smith@mc.co.nz

About the Firm

Over more than 95 years, we've established a formidable track record which makes us New Zealand's largest and most experienced litigation practice. Building on that heritage, we have evolved into one of this country's most successful full-service law firms, providing our clients with specialist advice in more than 23 practice areas under our four practice groups - criminal, commercial litigation, corporate and commercial property, and regulatory and insolvency.

Today, our team advises on some of New Zealand's largest, most complex and highest-profile commercial transactions and litigation. As Crown Solicitors, we have also prosecuted practically every serious crime before the courts in Auckland for the past 95-plus years.

It's safe to say no other law firm in New Zealand can demonstrate quite the same history of integrity, experience and success.

Working at the Firm

Despite our size, we remain a firm that puts people first – the philosophy hardwired into our DNA by our founding partners.

We've learnt a few things over the past 96 years – like that our purpose is not only to provide innovative solutions to significantly improve our clients' performance but, just as importantly, to build a culture which attracts, develops, excites and retains truly exceptional people. We really recognise the mutual strengthening each of those purposes provides to the other. Best solutions require the best people and the best people aspire to work on the toughest problems.

No matter their specialisation, we give opportunity to lawyers to undertake work from other areas of the firm. We believe that diversity of work for juniors makes better lawyers. Better lawyers make a stronger firm. It's simple really.

We have the youngest profile of any large firm in the country - our partnership is entirely Gen X and Millennial.

Opportunities for Students

Our Intern Programme is designed to help you work out whether this is the place for you while still giving you the option of taking up a summer clerkship elsewhere. Do both and decide the best place for you and your needs.

We believe an Internship at MC will give your career the foundation it needs. And because we offer a full range of practice areas, you'll have plenty of options to enable you to specialise in whatever you are passionate about.

Recruitment for our Intern Programme happens in the first quarter of each year but you can tell us at any time whether you're interested in being part of the next intake. Take a look at our website under **www.mc.co.nz/work-with-us/internship-programme**, fill out the application form, and email it with a covering letter, your CV and transcript to Andy Smith, our Chief People and Capability Officer.

NO ONE ELSE DOES WHAT WE DO

- **NZ'S LARGEST LITIGATION FIRM**
- **CRIMINAL PROSECUTIONS**
- **COURT WORK**
- **23 PRACTICE AREAS**

**JOIN OUR WINTER INTERN PROGRAMME –
APPLICATIONS CLOSE FRIDAY 22 MARCH 2019**

For information please visit
mc.co.nz/work-with-us/internship-programme

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—
THE LAW FIRM.



Clerk Profile:

Sofia Evans

What kind of work did you do during your internship at MC?

I worked one day a week as a winter intern in the Regulatory Prosecutions team in the Crown Specialist Group in 2017. I then started work as a full-time law clerk in 2018, this time in the Criminal Prosecutions part of the Crown Specialist Group. As an intern my tasks mainly involved drafting legal submissions, doing legal research and writing opinions. I had a lot of opportunities to observe other members of my team appearing in court and I was able to attend meetings with important government clients.

What have been some of your highlights of working at MC?

Getting to observe criminal trials and hearings has certainly been a highlight. Also, putting the legal research and writing skills I learned at University into practice by writing legal submissions and drafting legal documents. I've also enjoyed the firm's training seminars and workshops which cover all sorts of fascinating topics – one example was an Assistant US District Attorney visiting to talk about recent human trafficking prosecutions in the US.

What do you enjoy most about working at MC?

The variety of the work and the friendly, welcoming, team-based atmosphere. While working in Criminal Prosecutions I was able to take on some Commercial Litigation work which was a great way to gain experience in different areas of legal practice. There is so much support and guidance available – even a 'criminal clinic' where a senior prosecutor is available every day to help out with queries. People are always willing to share their knowledge, experience and tips, and to tell you a few war stories along the way!

What have been some of the challenges?

One challenge has been the volume and fast paced nature of the work, which often involves writing several research opinions or court submissions a day. This took some getting used to after law school where you might spend weeks planning and working on an opinion or an assignment.

What makes MC different?

Meredith Connell holds the Crown warrant for Auckland, which makes it a unique place to work in that its lawyers get an opportunity to work in both criminal and commercial law. Having more opportunities to appear in court early on in your legal career and being able to pick up a variety of work in different practice areas keeps things exciting and means you get valuable litigation experience.

What are the social opportunities like at MC?

There are so many opportunities to get involved in various activities and to get to know your colleagues that go far beyond the usual Friday night drinks. There really is something for everyone, from a Book Club to a Dragonboat racing team. There are sports teams such as touch rugby and tennis and even a casual swimming club. Social events are hosted throughout the year by various groups within the firm. It's a great chance to meet new people while enjoying the catering!

What has surprised you about working at MC?

Probably the extent to which the firm is committed to cultivating a healthy and inclusive working environment and incorporating different cultures and worldviews. Last year every member of the firm attended Unconscious Bias training and MC also offers weekly Te Reo classes. MC has a number of groups such as the Rainbow Alliance and Te Tauhere Manaaki among others. These groups hold regular events throughout the year which are a great chance to listen to interesting and inspiring speakers.

MinterEllisonRuddWatts

General Details

Locations: Auckland, Wellington.

Areas of Expertise: Full-service law firm with particular expertise in Banking and Financial Services, Corporate, Real Estate, Construction, Dispute Resolution and Insolvency.

Staff: 47 partners, 197 legal staff and 353 total staff.

Contact: Vanessa Syme (People & Performance Manager), vanessa.syme@minterellison.co.nz

About the Firm

MinterEllisonRuddWatts is a leading full-service commercial law firm with offices in Auckland and Wellington. We are a New Zealand owned and operated partnership with 47 partners and nearly 200 legal staff. Our firm's rich heritage, dating back more than 130 years, is a robust foundation on which we have established a strong market reputation.

As a member of the MinterEllison Legal Group, MinterEllisonRuddWatts is part of one of the largest legal groups in the Asia-Pacific region. The MinterEllison Legal Group has more than 290 partners and 900 legal staff worldwide, with offices in Australia, Hong Kong, mainland China, Mongolia and the United Kingdom.

Recent highlights for the firm include:

- named New Zealand's best national firm for women in business and law, and recognised as having the best Mentoring Programme, at the Euromoney Legal Media Group Asia Women in Business Law Awards – for the second year in a row;
- partner Stacey Shortall named New Zealand's Disputes Star of the Year at the Asia Law Asia-Pacific Dispute Resolution Awards, and also named as a finalist for New Zealander of the Year;
- 31 partners and 9 next generation lawyers ranked in the Legal 500 Asia Pacific Legal directory, and 11 out of 13 practice areas ranked as Tier 1.

Working at the Firm

MinterEllisonRuddWatts works with a full range of clients – predominantly large corporates, banks, government entities and substantial privately owned businesses – on some of New Zealand's most complex and technically challenging deals and cases. It also leads on numerous trans-Tasman transactions through its affiliation with MinterEllison.

The firm is proud of its industry-leading approach to encouraging greater diversity and actively promotes a healthy work/life balance – including mentoring, time management advice, nutrition and stress management, as well as subsidised gym memberships!

As the only New Zealand firm with integrated international connections, we offer secondment opportunities across the global MinterEllison network. When staff head off on their OE, we also connect them with networks and opportunities overseas.

Opportunities for Students

As a student, there are three ways you may pursue a career with MinterEllisonRuddWatts: as an intern, a summer clerk or a graduate.

The firm offers an Intern Programme for Auckland based students in their penultimate year of study. Successful students spend one day a week on paid work experience at the firm during the academic year. This leads into a summer clerkship at the end of the programme.

The Summer Clerk programme runs from mid-November to mid-February each year. Applications open on 14 March 2019 and close on 31 March 2019. Generally, applications to summer clerk are accepted from law students in their penultimate year of law school, although some apply a year earlier. The firm does not take a fixed number, but usually employs between 20 and 30 summer clerks each year.

The firm also employs new graduates, however the summer clerk programme is its main source of graduate recruits. Graduate level candidates are encouraged to apply during the summer clerk recruitment round in March each year.

Find out more at graduates.minterellison.co.nz



Graduate Profile:

Danielle Findlay
University of Auckland

Solicitor

What kind of work have you been involved in at MinterEllisonRuddWatts?

I work in the Employment team, which sits within the broader Dispute Resolution division. As well as employment law matters, in my first year I was involved in a number of health and safety, privacy and general litigation matters. In the Employment team we often work with other teams in the firm, which means that we get exposure to lots of other areas of law.

What do you enjoy most about working at MinterEllisonRuddWatts?

The people are the best part about working at Minters. My team is very tight-knit and everyone is great at what they do. I am also lucky to be part of an awesome group of grads.

What was the most challenging part of working at MinterEllisonRuddWatts?

The first year working full-time in a law firm is a big adjustment from University, not just in terms of learning the area of law, but generally adjusting to working full-time. Luckily Minters has training and support in place to ensure the transition is as smooth as possible.

What are the social opportunities like at MinterEllisonRuddWatts?

There is always something to look forward to on the Minters social calendar, at both the firm and team level. I am on the Dispute Resolution division social committee, which plans quarterly social events for the Dispute Resolution and Employment teams. The firm social club organises monthly lunches, regular events (including the annual trip to Waiheke) and the mid-year ball. There are also lots of social sport teams and the annual netball tournament.

What has surprised you about working at MinterEllisonRuddWatts?

While at Uni I think a lot of people expect a big law firm like Minters to be super serious and professional. But something that surprised me was how normal and down to earth people are, and how everyone likes to have a laugh while at work. People often make comments about how collegial Minters is, and how we genuinely like hanging out with each other.

What would your advice be to students wishing to apply to MinterEllisonRuddWatts?

Be yourself and let your interviewers get to know the real you – Minters is full of interesting and unique people, so there is no mould to fit. It's also an exciting time to apply for Minters because we are moving to Commercial Bay in early 2020!

MinterEllisonRuddWatts
#mintersgamechangers

*The game
has changed.
Be part of it.*

■ **LAUNCH YOUR CAREER** with New Zealand's most innovative firm.
Applications open 14 March 2019 and close at 12pm, 31 March 2019.
graduates.minterellison.co.nz

Norton Rose Fulbright

General Details

Locations: Sydney, Melbourne, Canberra, Brisbane, Perth

Areas of Expertise: Banking & Finance, Restructuring & Insolvency, Real Estate, Corporate M&A, Technology, Government, Financial Services, Tax, Litigation, Insurance, Intellectual Property, Construction & Engineering, Environment & Planning, Employment & Labour, Competition

Staff: 4,000 lawyers and 7,400 people globally

Contact: Jimmy Taylor, National Summer Clerk and Graduate Senior Advisor, jimmy.taylor@nortonrosefulbright.com

About the Firm

Norton Rose Fulbright is a global law firm. We provide the world's preeminent corporations and financial institutions with a full business law service. We have more than 4,000 lawyers and 7,000 people across Europe, the United States, Canada, Latin America, Asia, Australia, the Middle East and Africa.

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. Through our global risk advisory group, we leverage our industry experience with our knowledge of legal, regulatory, compliance and governance issues to provide our clients with practical solutions to the legal and regulatory risks facing their businesses.

We have a strong commitment to diversity and inclusion. We aim to be an employer of choice worldwide by valuing difference, promoting a culture of respect for each individual, and encouraging workforce diversity in all aspects and at all levels. Our diversity and inclusion strategy has a particular focus on leadership, the partnership pipeline, flexible work practices and support for those with caring responsibilities.

We offer education assistance support to all staff and design and deliver development programmes addressing our employees' specific needs. Our award-winning International Academies are delivered to our Associates, Senior Associates and Special Counsel to support their career and professional development.

We focus our CSR efforts in support of human rights, Indigenous rights, rights of the LGBTI community, rights of women and children, rights of homeless people and rights of those in the community who are otherwise less fortunate. We do this through pro bono legal support, charitable giving and fundraising, volunteering, our environmental sustainability initiatives and through the actions and initiatives identified in our Reconciliation Action Plan (RAP).

Global and Australian Recognition

- Top 5 global elite brand leader, Acritas Sharplegal Global Elite Brand Index 2015-2018
- Top 25 global elite, Global Competition Review 2015-2018
- Investigations team of the year, Transatlantic Legal awards 2018
- Top 50 employers for women, The Times 2017-18
- 28 ranked practice areas and over 50 ranked partners in Australia, Chambers 2019
- 5 partners and lawyers ranked as 'Lawyer of the Year' and 101 ranked partners and lawyers in Australia, Best Lawyers 2019

Working at the Firm

At Norton Rose Fulbright we value teamwork, integrity and dedication to providing our clients with excellent service. We are proud of all our people and the contribution they make to our culture, both in Australia and around the world.

Knowing how our clients' business works and understanding what drives their industries is fundamental to us. Our lawyers share industry knowledge and sector expertise across borders, enabling us to support our client's anywhere in the world.

Opportunities for Students

Summer Clerkship Program

Norton Rose Fulbright offers a summer clerkship program in Sydney, Melbourne, Brisbane and Perth commencing late November 2019. We look for candidates that are open-minded and show a willingness to learn. We believe commercial awareness and strong interpersonal skills are crucial attributes.

Our Sydney and Perth summer clerkship programme will run for 10 weeks. Our Melbourne and Brisbane summer clerkship programme will run for 4 weeks.

Our summer clerkship programme offers a real taste of life as a Graduate, including attending clients meetings and teleconferences, visits to court, research, preparation of court documents, drafting deeds/contracts, discovery and much more!

There will also be additional activities for you to take advantage of including:

- Key skills training with our Learning and Development team
- Q&A sessions with our leaders
- Presentations about practice areas and deals
- Networking and social events

Graduate Academy

Following the successful completion of the summer clerk program, candidates would be offered a Graduate role through the priority offer process. We hope to provide a Graduate role to every summer clerk, so we hire the same number of clerks as we have available Graduate positions.

At Norton Rose Fulbright we offer a 12 month program consisting of 2 x 6 month rotations, commencing in early March. Our aim is for each graduate to complete one transactional and one disputes-based rotation

All graduates will complete College of Law during their first 9 months and continuous training throughout the program. All graduates will be admitted to practice within their first year with the firm (usually December).

All graduates are supervised by a partner and paired with a buddy who has recently completed our graduate program.

At the end of the 12 month program, graduates can be permanently placed in a team of preference as a Lawyer. Some graduates will benefit from a third or fourth rotation which we will facilitate.

Lawyers have the opportunity (from your second year with the firm) to apply for an international or pro bono secondment.

For more information visit:

www.nortonrosefulbrightgraduates.com/au/



Clerk Profile:

Sassica Hoolahan
Macquarie University

What kind of work have you been involved in at Norton Rose Fulbright?

I am currently working in the litigation team. I have been involved in a variety of commercial disputes as well as regulatory enforcement matters. The litigation team has a large variety of clients, meaning there is always an interesting matter to become involved in. I have had the opportunity to work with both commercial and government clients, which has made my experience in the team particularly interesting.

What do you enjoy most about working at Norton Rose Fulbright?

The people! The people you work with make such a difference and the people at Norton Rose Fulbright are fantastic. I have had the opportunity to work in an engaging team full of lawyers who have been great mentors to me as a graduate.

What was the most challenging part of working at Norton Rose Fulbright?

Like in any firm, you will be exposed to a variety of people who often have vastly different working styles. I think one of the hardest things about being a junior lawyer in a large team is becoming familiar the working styles of the lawyers you work with.

What are the social opportunities like at Norton Rose Fulbright?

From sporting events and challenges, to trivia nights and drinks, there is always a social event to attend. The social events provide great opportunities to meet people outside of your team and hear about the work they are doing. Most teams also have their own social events throughout the year, and are great ways to get to know everyone.

What makes Norton Rose Fulbright different from other law practices?

The balance between private and government clients makes the firm very different to other large firms in Australia. The firm has a long-established relationship with all levels of government in Australia, exposing lawyers to a larger variety of work and clients.

What has surprised you about working at Norton Rose Fulbright?

How approachable everyone is. I have never felt uncomfortable seeking further instructions if I have been unsure about a task or needed further clarification on an issue. Working in a team of approachable and supportive people makes a huge difference to your confidence and the quality of work you produce, and overall learning experience.

What would be your advice be to students wishing to apply to Norton Rose Fulbright?

Be yourself! There is nothing more refreshing than meeting someone who is comfortable in who they are.

National Summer clerkship programme

Progress with purpose

PwC Legal

General Details

Locations: Auckland, Wellington.

Areas of Specialisation: Corporate and Commercial, Technology and IP, M&A, Tax.

Staff: 16 staff

Contact: careers.nz@pwc.com

About the Firm

PwC Legal is a recent addition to the New Zealand legal market and is a separate and independent law firm from the remainder of the PwC business in New Zealand. Established in 2016, PwC Legal offers a unique opportunity for law students.

PwC Legal is part of the largest geographical network of law firms in the world. PwC Legal has the largest legal network by jurisdiction (in about 100 countries), and PwC Legal's key differentiator in the legal market is the ability to provide legal advice alongside other professional service providers to deliver a seamless advisory service. Through the local and global PwC network, PwC Legal draw on the expertise of PwC's consulting, private business, deals and tax practices to offer a unique and commercially aware legal service.

Our clients include multinationals and their New Zealand subsidiaries, start-ups and private businesses, as well as many of New Zealand's iconic brands.

Working at the PwC Legal

PwC Legal acts for some of New Zealand's largest corporations as well as international clients. However, we retain a small firm culture.

PwC Legal offers an unrivalled learning and development opportunity for law graduates. Our graduates are able to work with a diverse mix of clients and staff on a variety of legal issues. Our graduates get to have direct and meaningful contact with clients and senior staff alike within PwC Legal as well as advisors from different lines of service within PwC such as tax, deals and consultancy practices. Graduates and all team members will get support from mentors and coaches, and PwC Legal invests in your development on a continuing basis. Our support network is unrivalled, which will accelerate your learning with on the job and formal training.

We also encourage staff to have optimal work/life balance and work flexibly to ensure interests and commitments outside of work are met. PwC Legal provides the tools for mobile and flexible working by providing all staff with mobile phones, laptops and data packages. We offer subsidised gym access, and wellness initiatives are part of PwC's culture. There are also numerous sports teams and fitness groups to take part in.

PwC is a globally recognised brand, and as a part of a wider global expansion in legal services, there are opportunities for overseas positions and secondments.

Opportunities for Students

PwC Legal is currently seeking Graduates for 2020 and Summer Interns for the 2019/2020 summer. Our core campaign opens on 25 February 2019. For more information about the programmes, or PwC Legal itself visit

pwc.co.nz/studentcareers



The opportunity of a lifetime

PwC Legal

At PwC Legal, our close collaboration with the global PwC network sets us apart. Our unique, business-focussed environment means that our lawyers are commercially focussed and you have a place to grow like no other.



Apply online at pwc.co.nz/studentcareers

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Summer Intern:
Elisha Chye
University of Auckland



Summer Intern:
Courtney van Vosselen
University of Auckland

What team(s) do you work with at PwC Legal?

During our internships, we worked in the corporate and commercial team. We have assisted with legal research, due diligence for a proposed merger and investment, company incorporations and strike-offs, drafting agreements, corporate resolutions and trust documentation among other things. The work is interesting and varied, and we have had exposure to work from a wide range of legal specialisations.

What do you enjoy most about working at PwC Legal?

Courtney: From the start, I was trusted with the responsibility of being involved in real and meaningful work. I have also had the chance to attend client meetings, which has provided me with invaluable learning opportunities. The support and feedback has been great, and I have been treated as a valued member of the team.

Elisha: The best part about PwC Legal for me has been the people. The team is not only high performing but collaborative in its approach, cultivating an environment that encourages learning and growth. The work is challenging and meaningful, and I am very excited to be working on projects across different areas of law and even across various lines of service.

What are the social opportunities like at PwC Legal?

There are many opportunities to network and make friends in PwC - from events held by PwC Legal to those held by our line of service. PwC Legal is a small and close-knit team. We often go out for team coffees and have social gatherings to celebrate special occasions such as admissions to the bar or birthdays.

Being part of the wider PwC network, we are divided into social groups that have regular events such as morning tea, lawn bowls and comedy nights. On our first week, we were invited to the Christmas party within our line of service which was a lot of fun. PwC also puts on firm-wide events such as Friday night drinks at the end of the month, which allow you to network outside of your team. Interns are welcomed into the team and encouraged to get involved in social opportunities.

What makes PwC Legal different from other firms?

PwC Legal is a non-traditional law firm. The firm works as one coherent unit, rather than being divided into specialised departments. We have therefore been fortunate to have had exposure to a myriad of legal areas such as company law, commercial law, mergers and acquisitions, intellectual property, employment law and family property, rather than being confined to one or two departments. We often work across lines of services and collaborate with other PwC departments, such as tax and deals to capitalise on various expertise and provide an integrated service. This means that we had the opportunity to learn about other commercial factors in addition to legal considerations.

Simpson Grierson

General Details

Locations: Auckland, Wellington, Christchurch

Areas of Expertise: Full-service law firm with five departments: Banking & finance, Commercial, Litigation, Resources & Infrastructure, and Business Services.

Staff: 330+

Contact: Poncho Rivera-Pavon (Human Resources Consultant) poncho.rivera-pavon@simpsongrierson.co.nz

About the Firm

Simpson Grierson is a firm of specialists delivering focused, high quality legal advice in every area of commercial law. The firm has a strong international reputation. It is New Zealand's only member of Lex Mundi, the world's leading association of independent law firms.

When it comes to diversity and inclusion, Simpson Grierson is proud to lead the legal profession. Backgrounds, ethnicities, ages and sexual orientations don't play a part in the hiring of staff. The firm was the first organisation in New Zealand to be awarded the Rainbow Tick and most recently, won the "Gold Award" for excellence at the YWCA Equal Pay Awards 2016 by achieving 0% pay gap between women and men.

It was named the New Zealand firm that most lawyers would like to work for by Australasian Lawyer Magazine.

Working at the Firm

Simpson Grierson acts for some of New Zealand's largest organisations, both in the private and public sector, as well as international clients doing business in New Zealand. These clients include BP, Westpac, Scentre Group (Westfield), Auckland Council and Christchurch City Council.

Simpson Grierson places emphasis on helping others, and has a strong corporate social responsibility programme. It supports a number of different charities and not-for-profit organisations. The most significant is Youthline. The firm acts on a pro bono basis for many organisations throughout the country, including the Cancer Society, New Zealand Coastguard, and both Auckland and Wellington Community Law Centres.

The firm supports its staff in finding a healthy work-life balance. It offers on-site subsidised gym access, bike storage facilities, sporting team sponsorship, and wellness initiatives. There is also mid-winter ball, regular Social Club events, and family oriented events..

Simpson Grierson employs an extended leave policy allowing staff to take advantage of overseas holidays, recreational and sporting activities, volunteer work, for example. The firm boasts excellent staff retention rates, reflecting a high level of satisfaction amongst team members.

Opportunities for Students

Simpson Grierson offers summer clerkships for students in their penultimate year and graduate roles for those who have just finished their studies.

Applications for Simpson Grierson's summer clerkship program open on the 14th of March and close on the 31st of March. The firm takes on approximately 21 summer clerks each year. Most of their graduates are invited to go back as graduates but they often hoire between 3 and 5 extra graduates a year. For more information visit

<http://www.simpsongrierson.com/graduates>



Clerk Profile:

Harrison Brown
University of Auckland

What kind of work have you been involved in at Simpson Grierson?

I have been lucky enough to spend time in both a litigation and transactional team, which are very different. The media litigation team involved a lot of research on a range of interesting topics including breaches of duty, defamation, and intellectual property issues. Often this research was for unprecedented issues relating to current events, which meant the work was always stimulating. The banking and finance team gave me a useful insight into loans, securities, large-scale deals and other areas I had no idea about previously. The focus was very different to the litigation team, and I was grateful for the opportunity to be so heavily involved in each team's work.

What did you enjoy most about working at Simpson Grierson?

Being able to build relationships with other clerks, graduates, senior solicitors and partners was a great experience. The teams truly welcome you and it felt great to be given actual work that helped your team. Meeting with clients, drafting crucial documents and providing research that partners use to advise on are all tasks that I was given and made me feel as though I was making an impactful difference.

What was the most challenging part of working at Simpson Grierson?

At first the prioritising of deadlines was stressful, but this became easier to manage as I got to know the teams and systems better. Within a week or so I was already more comfortable with the team and knew what was expected of me; this made the work I was doing much more enjoyable.

What are the social opportunities like at Simpson Grierson?

The social team at Simpson Grierson provides so many opportunities to get to know others around the firm better, including Wednesday evening football at the Domain, tennis, and a Sunday touch tournament between firms. The touch day was a lot of fun and personally a great chance to get to know the other clerks better.

What makes Simpson Grierson different from other law practices?

What was glaringly obvious to me at Simpson Grierson was how warm and welcoming the people were. This was my first impression coming in, and it was confirmed all throughout my clerkship – whether it be kitchen staff, graduates, senior solicitors or partners, everyone treats you as though you are part of their family. In such a big commercial law firm I found this to be one of the most appealing qualities.

What has surprised you about working at Simpson Grierson?

I was pleasantly surprised at the amount of work I was given in my teams; work that was actually useful and relevant to the teams' matters. In my first week this was fairly daunting, but once I got the hang of things it was incredibly rewarding. My researching skills improved immensely, and I gained so much invaluable knowledge of client interactions, acquisitions, court processes and more that I would not have been able to acquire elsewhere.

What would your advice be to students wishing to apply to Simpson Grierson?

Let the application process speak for itself - Simpson Grierson is a fantastic workplace that gives young lawyers endless opportunities to experience the commercial side of law, among other areas. Simpson Grierson manages to do this while being an extremely welcoming environment with people who are eager to help you succeed and involve you in their teams.

Unleash your **MIND**



Simpson Grierson

Wynn Williams

General Details

Locations: Auckland and Christchurch.

Areas of Specialisation: Full Service.

Staff: 95+ staff.

Contact: Matthew Jones, Chief Operating Officer - 03 379 7622 matthew.jones@wynnwilliams.co.nz

About the Firm

The firm is one of the oldest in NZ, first opening its doors in 1859 in Christchurch and has a long-standing reputation for excellence. Our continued success has been the result of unrelenting commitment to our clients, vast expertise and seamless collaboration between teams.

Our wide-ranging client base comprises everything from corporations and multinationals to start-ups, regional councils and local government bodies. We act for major public and private institutions and a large number of private, high net worth individuals.

Wynn Williams has been growing substantially over the past decade and this is set to continue. This growth is noticeable in every aspect of our practice: staff numbers, the quality and scope of the client base, the breadth of our services and the size and number of matters we successfully handle each year. We also have significant plans for greater growth in the future. We expect practice areas to both develop and diversify. We anticipate more international work, greater involvement in major cases and a broader client base. It's an exciting time to join!

**Great culture.
Great opportunities.**

WYNNWILLIAMS

*Our Chief Operating Officer,
Matthew Jones, enjoying his
work-life balance!*



graduates.wynnwilliams.co.nz



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linkedin.com/company/wynn-williams



instagram.com/wynnwilliamslawyers



[@Wynn_Williams](https://twitter.com/Wynn_Williams)

Working at the Firm

We believe that we offer a unique place to start and develop your career. We talk about a friendly culture - as do many firms - but we believe that the openness, professionalism and respectfulness of our staff are the product of the environment we have created. We genuinely welcome newcomers and always find time to provide professional and personal support.

On-the-job learning is supported by our Continuing Professional Development sessions and a programme of weekly in-house training sessions. You'll be provided with a supervising partner who'll be your go to person as well as a buddy who'll be there to help give one-to-one training.

You will require more training, of course, but we believe it is time for you to start using what you know. From the start of your first day we will expect you to play an important part in the work of the team you join. We will value your knowledge and skills and help you to develop them in the context of real cases. Client meetings, drafting, project planning, court attendances – these will all be part of your daily work.

Opportunities for Students

Our summer clerk and graduate application process begins in February with applications accepted through February and March on our graduate website. You'll need to upload your CV, cover letter and transcript. Clerkships begin in the following November and there is an opportunity to rotate between teams and offices to help broaden your skills. Being a full-service firm, we offer the chance to work with lawyers from a variety of practice areas to further enhance your learning experience.

In addition, there are a variety of social events in which you will be encouraged to participate in. These form part of the process of helping you discover the Wynn Williams culture.

For more information, and to apply, visit our graduate and clerk website **graduates.wynnwilliams.co.nz**

Wynn Williams really can help you launch your career – current national Managing Partner Philip Maw started as a graduate with the firm in 2004.



Clerk Profile:

Matthew Jackson
University of Otago

What kind of work have you been involved in at Wynn Williams?

I had the privilege of spending my whole summer in the Commercial Property and Projects Team. In this position I have undertaken a wide range of lease and property settlement work covering all stages of the respective processes, ranging from negotiation assistance, drafting a variety of documents and finalising agreements, deeds and settlements. In addition to this, I have worked on matters that covered areas such as wills, trusts, company structures, financing, easements and licenses. I have also been able to deal with matters of intellectual property, immigration and employment.

What did you enjoy most about working at Wynn Williams?

The first aspect that has been central to the enjoyment of my experience has been the people. Everyone in the office has been extremely welcoming and helpful in making me feel like a valued member of the team.

The second aspect is the quality of work. The mentoring received here has enabled me to be entrusted with undertaking meaningful work, which has allowed me to come out of this experience feeling a lot more knowledgeable in the areas I have worked in and confident in what I am able to achieve.

What was the most challenging part of working at Wynn Williams?

The quality and breadth of "real work" was intimidating at times, whether it was engaging with clients or partners from other firms. However, it never took long to be reminded of the strong network of support the team at Wynn Williams has available to guide me whenever I felt out of my depth.

What makes Wynn Williams different from other law practices?

The balance Wynn Williams strikes between its people and its opportunities is something I cannot imagine experiencing in another law practice. I can say with confidence I looked forward to coming into work each day and benefitting from such a supportive and engaging programme.

What has surprised you about working at Wynn Williams?

Wynn Williams changed my entire perspective regarding what a summer clerk experience captures. Before arriving, I pictured a lot of dull, meaningless work due to a lack of faith in what a student could help with around the office. This view could not be further from the reality of the experience.

What are the social opportunities like at Wynn Williams?

Wynn Williams provided a diverse range of social activities. There were the team and firm functions through the Christmas period, however there were also multiple opportunities to network with young professionals outside of the firm with events such as croquet tournaments. Wynn Williams also makes a great effort to support socialisation and wellness through sponsoring after-work group fitness classes and exercise competitions.

What would your advice be to students wishing to apply to Wynn Williams?

Don't think there isn't something here for you. The wide range of areas of legal practice Wynn Williams specialises in allows for a summer of sampling a variety of new experiences that cover areas of law you would not necessarily expect.

General Details

Locations: Brisbane, Melbourne, Perth and Sydney

Contact: allens.com.au/yourcareer

About the Firm

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

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

We work across borders too, thanks to our alliance with Linklaters. This strategic partnership opens up worlds of opportunity for our business and our people, including rotations in Linklaters London, Hong Kong and Singapore for our graduate lawyers.

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

Our teams are open, inclusive and encouraging, giving you the chance to learn and grow, but your development will be down to you. You'll have the flexibility to drive your career and we'll recognise your achievements and hard work as you progress through the firm. Are you ready to begin?

Clerkship program

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

- Programs run from three to ten weeks
- Available at our Brisbane, Melbourne, Perth and Sydney offices
- Ongoing support and buddy system
- Exposure to one to two practice groups

Graduate program

Comprising two 12-month placements in different practices, our graduate program offers exposure to stimulating legal challenges. In each rotation, you'll gain a depth of experience that comes from seeing matters through. However, at Allens, we don't work in silos so you won't be limited to working with one partner or by your practice areas. Working with different teams and leading organisations, you'll grow a solid skills base and develop the agility needed to thrive in our ever-changing world.

Early careers at Allens provide highly tailored training through the Allens academy. Developed in partnership with the Australian National University, our graduate diploma in Legal Practice will help you transition from law graduate to legal expert and trusted business adviser.

- Two 12-month rotations in your areas of interest
- Secondment options in London or Asia via our alliance with Linklaters
- Ongoing supervision, coaching and mentoring
- Graduate Diploma in Legal Practice (via Allens Academy)
- A 12-month legal seminar series (Cornerstone Program)



Graduate Profile:

Andrew Yan Feng Lee
University of Auckland

What kind of work have you been involved in at Allens?

I am currently completing the first of my two-year graduate rotation in the banking and finance practice group. As the lawyers are not designated a particular team within the Sydney practice group, we end up working for a number of the partners at any one time. This means that I have been fortunate enough to have worked on a wide range of transactions over the year, including project finance, leveraged acquisition finance and general corporate finance. One of the first transactions I worked on was assisting with the financing aspects of Billabong's acquisition by Boardriders and representing the lenders to a Chinese state-backed consortium's acquisition of an Australian vitamin and supplement company, Nature's Care. I had the opportunity to draft a range of finance, security and release documents, coordinate and work closely with foreign counsels from around the world and be exposed to negotiations over legal and commercial issues of the transactions. One of the more unique matters I have been involved in is with the Allens team representing the syndicate of banks in the highly controversial Sydney Light Rail project. With this project, I have been able to attend interesting meetings and hearings involving the construction company's \$1.2bn claim against the NSW Government.

What did you enjoy most about working at Allens?

Working alongside talented yet humble people who go above and beyond to support our professional growth and who are genuinely easy to get along with on a personal level has been the best part about working at Allens. Despite not going through the summer clerkship program and being one of the few graduate hires, integrating into the firm's culture has been seamless, especially since my practice group and graduate cohort have been extremely welcoming from day one. Also, it's been great working with a lot of other Kiwis in the firm!

What was the most challenging part of working at Allens?

The most challenging yet exciting part about working at Allens is the level of responsibility we get from our first day of work. While Allens invests a significant amount of time and resources into dedicated training for junior lawyers, the culture of the firm encourages senior lawyers to give juniors the opportunity to take on more responsibility and learn from making mistakes. Despite being stretched far beyond my comfort zone, I've never felt like I have been thrown into the deep end because of the level of support and guidance that the lawyers in the teams provide.

What are the social opportunities like at Allens?

There are numerous social opportunities for lawyers at Allens, both at a firm level and at a practice group level, ranging from monthly drinks to social sports teams. Allens always has a corporate tent organised with food and drinks for lawyers to get together after big events such as the JPMorgan Corporate Challenge and City 2 Surf fun run in Sydney. During my first two months at Allens, our practice group held a 3-day retreat at a resort in the Gold Coast to bring all the Allens banking and finance lawyers from across the nation together for a weekend away. Allens also hosts a couple of client entertainment events a year, strictly for junior lawyers, where we invite people from our year level at organisations that we've worked with for an evening event (usually at a trendy rooftop bar).

What makes Allens different from other law practices?

One of the things that has really stood out to me about Allens compared to other law firms has been the strategic alliance with a magic circle firm, Linklaters. We get a lot of referral work from the overseas Linklaters offices, are invited to participate in their training sessions and have the opportunity to transfer to any Linklaters office such as Hong Kong, Singapore or London. Another thing that has really stood out to me is the firm's active steps to promote lawyers based on a career framework that is not defined by the number of PQE under our belt (lock-step), but our skill set and ability to take on the responsibility from the lawyer who is a level above us. This system allows junior lawyers to reach senior associate a year or two earlier than what the market would generally see. I think this is a great way to reward and recognise hard work.

What has surprised you about working at Allens?

What has surprised me the most about working at Allens is the definitely the level of support that lawyers (from the associate level to partners) provide – they are always willing to give us their time no matter how busy they are and are heavily invested in our professional success. At the time of answering these questions, I have been working at Allens as a graduate lawyer for about 10 months and I feel I have grown and developed more than I did over my whole university degree. I am looking forward to the second rotation of my two-year graduate program where I'll be immersed in another practice group of my choice.

What would be your advice be to students wishing to apply to Allens?

My advice to students wishing to apply to Allens would be to focus on highlighting your capability as a successful all-rounder in your application as succinctly and effectively as possible. As with all top-tier law firms, having great academics can only get you so far and it won't put you in good stead for getting an interview. Hone your CV and cover letter to make it easy to understand your curiosity to learn, your interest in corporate and commercial law, your ability to solve problems and how well you work others. Spend some time thinking about why you want to be in commercial law firm and what attracts you the most about Allens as a firm. Have a look through the Allens website and research well on the firm's initiatives, the partners and lawyers who work here and the regular media releases on the firm's significant transactions. Lastly, don't be afraid to reach out to anyone at the firm to talk more about what life is like at Allens and how you can get a position as a summer clerk or a graduate. Although recruitment may seem a bit more daunting since it's over the ditch, the firm wants more talent and it knows there's heaps in NZ!

Anthony Harper

General Details

Locations: Auckland and Christchurch.

Areas of expertise: Anthony Harper is a full service law firm with 26 specialist areas, comprising a mixture of practice areas and industry sectors including: automotive, banking and finance, insolvency and corporate recovery, construction, corporate advisory, cross border investments, employment, financial services, food and beverage, health and safety, hotels and tourism, immigration, insurance, intellectual property, litigation, logistics and transport, manufacturing and exporting, property, resource management, retail, retirement villages, tax, technology and trusts and asset planning.

Staff: 130

Contact: HR Advisor

About the Firm

Anthony Harper is a multi-award winning, internationally ranked, top ten national law firm with modern offices in both Auckland and Christchurch.

Our team is recognised as experts in our specialty areas and this is reflected in the rankings for the Legal 500 Asia Pacific, Chambers and Partners Directory, Asia Law Guide and the IFLR 1000. We are proud that eight of our young lawyers are ranked as 'Next Generation Lawyers' in the 2019 Legal 500. Our specialty areas of banking and finance, corporate advisory, litigation, property, construction, insolvency, intellectual property, technology, and logistics and transport are all ranked in the Guide.

In addition, ten of our partners have been listed as elite 'Leading Individuals'. This is the highest possible ranking for an individual lawyer.

We have a distinctly international focus. We are the exclusive New Zealand member of ALFA international – a global network of 145 prominent independence law firms located in 65 countries.

Working at the Firm

Our people are the heart and soul of our firm. We have great pride in the way we foster an open, happy, diverse work environment. Having been a finalist in the Employer of Choice Award at the New Zealand Law Awards for the past 5 years and having won this three times (2015- 2017) we are confident we are getting this right.

We support our colleagues. We listen and ensure that we meet their needs with respect and kindness. We provide opportunities to attend seminars, presentations, conferences, and encourage thought leadership.

Our open, honest and inclusive culture defines us. Our culture positively encourages team work, collaboration and innovation. To successfully collaborate we need to successfully communicate. We believe we excel at this.

We are proud of our association with both the Summer Theatre in Christchurch and the Pop-Up Globe in Auckland. In the 2016-2018 seasons, over 200,000 people in New Zealand attended a theatrical performance sponsored by Anthony Harper. This included over 35,000 school children.

Opportunities for Students

Anthony Harper runs a summer law programme designed to give students real-world experience of what it takes to be a lawyer in a top firm. Our clerks are given the opportunity to really practise and hone their legal skills across our specialist teams. We look for students with a strong academic record, a can-do attitude and a willingness to be an active member of our team. Applications for our summer clerk programme open on 4 March 2019.



Clerk Profile:

Kelly Rankin
University of Auckland

What kind of work did you do during your clerkship?

As a summer clerk, I worked in the Property and Litigation teams. However, my work experience was not limited to just two areas of law - due to the diverse nature of each transaction, I was also exposed to Tax Law, Public Law and Banking & Finance matters. At the end of my clerkship, I returned part-time as a law clerk in the Property team while I completed my degree before joining the firm full-time in June 2018.

What have you enjoyed most about working at Anthony Harper?

My team and the invaluable work opportunities. In the relatively short time that I have been here, I have learnt more than I could have imagined. I have been attending client meetings since day three, reviewing and drafting a wide range of legal documents and corresponding with clients directly (which is rare for a big firm). Due to the open plan design of our offices, I am sitting directly next to my supervising partner which has made a huge difference in my growth and learning. My partner regularly takes the time to mentor me and invest in my career development, which is truly invaluable.

What did you find most challenging about working at Anthony Harper?

Realising that it is okay if I don't know the answer. The saying "no question is a dumb question" rings true (most of the time, anyway). It's okay to ask someone if you're not sure - your clerkship is a learning experience and law school is vastly different to the commercial realities of a law firm. But with time and support from those around me, I was surprised by how quickly I was able to adjust!

What makes Anthony Harper different from other firms?

The dynamic firm culture. Because Anthony Harper has grown so rapidly over the past few years, the firm has been able to attract top tier clients while maintaining the close-knit environment of a smaller firm. Everyone from the top down is friendly and approachable which creates a comfortable and safe working environment. The social committee also hosts lots of fun and memorable events for everyone to attend and enjoy, whether it be celebrating Oktoberfest or competing in the annual firm bake off!

Bain & Company

General Details

Locations: Sydney, Melbourne and Perth

Areas of expertise: Management consulting

Staff: Over 8,000 staff globally

Contact: Jasmine Chhabra (Senior Coordinator, Recruiting), australia.recruiting@bain.com

About the Firm

Bain & Company is one of the world's leading global business consulting firms, serving clients across six continents on issues of strategy, operations, technology, organisation and mergers and acquisitions.

Our "product" is our ideas, we help the world's top leaders solve their toughest challenges. Our work fuels the growth of many industries; it creates change for some of the most influential organisations and notable brands around the world – and when those organisations are truly doing things right, they are positively impacting people's lives. You will personally be a part of driving that world-changing impact – developing creative solutions to real-world problems and then working closely with senior leaders to achieve change across their organisations. You will leave your mark and together, we will change our world.

In 2019 Bain is #1 on Glassdoor's Best Places to Work list for the fourth time – the only company to do so since the ranking launched in 2009. Bain has maintained its spot in the top four on Glassdoor's list for the last 11 years. We've also received a number of other awards, listed here: <https://www.bain.com/about/awards-recognition/>

Working at the Firm

Everything we do at Bain is guided by True North—our unswerving commitment to always do the right thing by our clients, our people and our communities.

This means we want our employees to be able to bring their whole self to work and we welcome applications from everyone – regardless of gender, sexual orientation, nationality or anything else that makes you unique.

We offer a number of initiatives and affinity groups you can join to help our employees feel welcome and supported, from Women@Bain to our BGLAD network for LGBTIQ community members and allies. We also match every consultant with both a Buddy and a formal Mentor, to support them during their time at Bain.

Benefits:

The training and support you'll receive as an Associate Consultant will be second to none, and you'll embark on a global career path that will help you to maximise your potential with skills that are applicable to all career trajectories in any industry. This includes the opportunity to undertake an MBA or an externship (similar to an internship, where a Bain employee works at another company or organisation for 6 months).

Bain also provides a number of standard employee benefits including our Bain Active group, social events organised by the 'Ministry of Fun', an annual offsite for the entire Australian practice, comprehensive health insurance and an employee assistance program (EAP), among others.

Opportunities for Students

Bain & Company hires for our Associate Consultant roles every year in February/March, and successful candidates commence at Bain the following year.

We also offer a True North Scholarship for female penultimate year candidates. The recipient of this scholarship receives AUD\$15,000, a Bain mentor and an Associate Consultant job offer.

About the Associate Consultant role

As an Associate Consultant (AC), you will make an impact from day one, continually building new skills and addressing new problems.

ACs are at the heart of Bain's core strength – providing clients with powerful facts and analyses that outline solutions and drive change. They are generalists who work as members of case teams in roles that vary according to the team's objective.

ACs are typically responsible for identifying information sources, gathering and interpreting data, and presenting their findings to case team members, as well as interviewing the client's customers, competitors, suppliers and employers; this work becomes the basis of the case team's strategic recommendation.

What we look for in an ideal candidate

- **Problem-solving:** Management consulting is all about helping clients overcome their most complex business challenges. We look for candidates with the ability to analyse a situation and formulate an effective solution. Team experience and academic achievement may also indicate strong problem-solving skills.
- **Leadership skills:** Do you have proven leadership experience? Whether through work, university or extracurricular activities, being a leader frames your application in a favourable light.
- **Passion:** We look for candidates who show an enthusiasm for solving problems and delivering meaningful results. Strong applicants are focused on succeeding both as individuals and as part of a team.



Graduate Profile:

James Penn
University of Auckland

What kind of work have you been involved in at Bain & Company?

At Bain, we help companies and organisations address their most challenging strategic questions. Our work spans a variety of industries and client contexts, so my days are constantly changing.

So far, I have been involved in projects relating to the future of retail, the mining industry, and private equity. In general, I spend my days with my case team and our clients trying to understand the challenges they face and generate solutions.

Sometimes this involves team brainstorming and client or customer interviews; sometimes it's analysing complex data sets and building models, and sometimes I'm building presentations to communicate the team's message.

What did you enjoy most about working at Bain & Company?

The autonomy to own your work and the trust to carry out that work in the way the suits you; Bain is a company that treats you like an adult from day one, which sounds simple but is surprisingly rare.

Because you are working in a high-performing culture with high-achieving individuals, there is an implicit trust between colleagues that means you have a lot of flexibility in your day-to-day work and a lot of creative control over how you deliver the best possible results for the client. This makes the work more fulfilling, but also provides the greatest opportunity for learning and development.

What was the most challenging part of working at Bain & Company?

Because our clients and the work we do for them is usually highly confidential, it is harder to share the successes we have on a daily basis with our family and friends outside the company. This can also mean that, on a broader level, people sometimes struggle to understand the work that we do and the value we provide, as we are unable to promote our success stories as much as we might like.

What are the social opportunities like at Bain & Company?

Bain invests heavily in making sure that there is a vibrant social culture at the company. This ranges from an annual company 'offsite' in an interstate location, generous funding for sporting activities on the weekend to regular out-of-office case team activities such as attending sports events like the Australian Open, go-karting, virtual reality experiences, and art & wine, among many others!

This culture is supported by our 'Extra 10' policy where each employee is empowered to commit 10% of their time to internal or external work to support the office culture and the firm's impact in the community. These 'Extra 10s' can include pro-bono case work for charities, sitting on the office 'Fun Committee', helping organise the company 'Offsite' conference, and a variety of other activities.

What makes Bain & Company different from law practices?

For me, working in consulting offered an opportunity to do strategic work that can positively impact a company for many years to come or even an entire industry, in some cases. As well, the breadth of companies you work with and tasks you are required to perform provide an opportunity to develop skills that provide a springboard for a plethora of different careers in the future, as well as an opportunity for quick progression internally, depending on your preference.

What has surprised you about working at Bain & Company?

I have been surprised at how much a culture impacts the work you do on a day-to-day basis. Compared to firms I have worked at in the past, I manage to achieve so much more in any given day because I am working in a culture that is results-oriented, while also always conscious of maximising the return on our normal working hours so that we can continue to thrive outside of work too.

What would be your advice to students wishing to apply to Bain & Company?

Be yourself, from the written application to the case interview to your first day of work. Bain loves unique people who have a strong sense of identity and can demonstrate a passion for the things they are good at and interested in. As such, lean into your eclectic interests and life experiences that set you apart from the pack – because if you embrace them, Bain will too.

Clifford Chance

General Details

Locations: Sydney and Perth (Australia). Clifford Chance has 31 offices in 23 countries.

Areas of Expertise: Antitrust, Banking & Finance, Corporate, Litigation & Dispute Resolution

Staff: As of 2018, 6,100 people including 3,300 lawyers

Contact: Grads.Sydney@cliffordchance.com | Grads.Perth@cliffordchance.com

www.cliffordchance.com/careers

About the Firm

As one of the world's leading global law firms, we're committed to setting the standard for excellence in legal skills and client service around the world. Joining us means sharing that commitment; a drive to innovate and grasping new opportunities as we help our clients to address a wide range of business, financial and legal issues.

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

Diverse, international and commercially-aware. Across Asia Pacific, Clifford Chance is where bright minds meet.

Working at the Firm

For you as a trainee or graduate lawyer, what you work on is really important because it drives your learning and delivers your job satisfaction. So what kind of work do we do?

The matters we tackle include cross-border, ground-breaking global transactions and cases. It comes down to large, complex, global deals and disputes that demand a sophisticated blend of business understanding and legal knowledge.

So how do we do it? The firm is built around six global practice areas: Finance; Capital Markets; Corporate; Litigation, Dispute Resolution & Risk Management and Incentives; Real Estate; Tax; Pensions, Employment. It's likely that most of your training time will be spent in the first four areas because they're the largest practice areas for our firm in Asia Pacific. This means you'll need a genuine interest in financial and commercial law.

Client challenges rarely fall conveniently within one practice area so, we work together through international, cross-practice teams who share deep experience in specific sectors ranging from energy to healthcare. Every deal we work on provides opportunities to work with different parts of the firm. As a trainee or graduate, no matter which area of the firm you're working in, you'll often find yourself connecting with colleagues across the globe to build teams that span time zones, languages and cultures, with a focus on sector

experience and expertise.

We're large (and global) with have thousands of legal advisers working across the world. Our teams are close-knit and connected. Clients regularly praise our seamless and integrated service, regardless of the number of practice areas or jurisdictions involved. If you train as a lawyer with Clifford Chance, you'll work alongside people who are not only experts in their field but are committed to sharing their knowledge and helping you develop. This combination of a collaborative spirit, professional expertise and can-do attitudes build client confidence and win industry awards – also making Clifford Chance a very special place to train as a lawyer.

Opportunities for Students

Clerkship Program

Across Australia, Clifford Chance runs a summer (Perth) and winter (Sydney) clerkship for students in their penultimate or final year of legal studies. The three-week programme is designed to give clerks a solid understanding of the firm and hands-on experience in at least two of the three core practice areas (Banking and Finance, Corporate and Litigation). Those students who are successful in securing a clerkship position will automatically be considered for a future graduate position.

Graduate Program

Our graduate programs are divided into four, six-month seats that place you in different parts of our business. You will work in each of our three core teams with different colleagues and clients, gaining exposure to the challenges they face and how we help them. With our extensive international network and the global nature of our business, we endeavour to send all of our graduates to one of our international offices for one of their four seats.

We make a huge investment in our trainees and graduates and there'll be many people who'll help you to make the most of your experience. In a sense, though, the support you get as a trainee or graduate is merely an extension of a fundamentally collaborative culture. As you move from seat to seat, building your legal and business skills, you'll also be learning to trust and rely on those around you.

For more details, including application dates, please visit:

www.cliffordchance.com/careers



Graduate Profile:

Adrian Fourie

What's your story?

I am a graduate from UWA, and I studied a double degree in law and finance on the uni's old system. Interestingly, I grew up in Australia, China and South Africa. Uninterestingly, I have all the average interests one could hope for; for example, I play rugby and tennis, and I like travelling, music, books, board games and Nintendo 64. At Clifford Chance, I have mostly worked on high profile regulatory disputes, cross-jurisdictional renewables projects and on investor-State arbitrations.

Why did you pursue a career at Clifford Chance?

I pursued a clerkship with Clifford Chance because I was interested in the deals the corporate team was doing in the renewables space, and the cases the disputes team was running in the investor-state arbitration space.

A highlight of clerking was being involved in much of this international facing work, particularly so because the firm in Perth only has around 40 lawyers. The dynamics of a small office being important because it means you get more responsibility, and fortunately Clifford Chance has a culture of giving junior lawyers as much responsibility as they are comfortable with, and can appropriately manage – which has meant I have been able to grow my skills and ability as quickly as I can.

At the end of my clerkship, I most wanted to work at Clifford Chance because of the mentality and temperament of my colleagues - where the firm has a culture of connectivity and genuine collegiality. From my first day to yesterday, I have felt listened to, and no matter how busy someone is, they always seem to have time to engage with me on any issue I might have and lend a hand. For clerks that have had the opportunity to work at other firms, I hope they will understand why I think this is so important.

What's a highlight of working at Clifford Chance?

A highlight for me of working at Clifford Chance is the global pipeline of work and the opportunities around travel the firm offers. One of the biggest drawcards for Clifford Chance has always been that it is a magic circle firm, and thus it is truly global. Practically for graduates, this means that every graduate has the option to do a 6-month rotation somewhere else in the network if they want (think Hong Kong, Tokyo, London etc). Additionally, more senior lawyers continue to have this opportunity, with options for further secondments and plenty of matter-related travel.

What's your advice for applicants?

You miss 100% of the shots you don't take. It's a big cliché, but for me, it's part of having a growth mindset, and it's been one of my biggest takeaways from working at Clifford Chance. It's definitely part of the culture at the firm and is most notably driven by the partners who almost seem hardwired into seeking out new opportunities and pursuing them ruthlessly when they arise or are created. And so, for someone looking at Clifford Chance as an option I think that's what the partners are looking for – someone that is already passionate, enthusiastic, curious about how things work and are keen to 'have a go', because that's ultimately, I think, where the partners want you to end up.

General Details

Locations: Auckland, Wellington.

Areas of Specialisation: Global business law firm providing full services in corporate, employment, finance, intellectual property; technology, international trade, regulatory; government affairs, litigation, arbitration; investigations, projects, energy; infrastructure, real estate, restructuring, and tax. DLA Piper are sector experts in energy, financial services, government, hospitality and leisure, insurance, life sciences, media, sport, entertainment, mining, real estate, retail, and technology.

Staff: 20 partners and 77 lawyers

Contact: Libby Irwin, National HR Manager, libby.irwin@dlapiper.com

About the Firm

DLA Piper is the first and only global business law firm operating in New Zealand, with lawyers located in over 40 countries throughout the Americas, Europe, the Middle East, Africa and Asia Pacific - positioning us to help clients with their needs around the world. We are proud of our international reach and focus, and as a market-leader we're recognised for responding to the changing needs of clients as they become increasingly influenced by global trends.

We advise international organisations doing business in New Zealand, and New Zealand organisations doing business elsewhere, offering seamless service in all major regions and markets.

As a local firm, DLA Piper supports government entities, public organisations and local businesses within the national context. The firm is proud of its down-to-earth manner and practical, commercial outlook. DLA Piper promotes a culture that is inclusive of all, where everyone has the opportunity to grow their career along transparent pathways to success.

DLA Piper is consistently ranked as one of the most powerful law firm brands in the world, according to Acritas' Global Elite Law Firm Brand Index. In 2018 the firm earned the top legal advisor ranking globally for overall M&A deal volume; the ninth year in a row, according to Mergermarket's league tables. In 2015 Financial Times named DLA Piper as the 'Game Changing Law Firm of the Past Ten Years'.

Working at the Firm

Our clients range from the country's most significant organisations through to the world's most renowned global brands. DLA Piper acts for organisations such as Auckland Council, Foodstuffs North Island, IAG, AIG, Pfizer/Zoetis, TOWER, Westpac and many more prominent New Zealand businesses.

We advised the merger parties in the High Court approved merger to create Foodstuffs North Island Limited, one of New Zealand's largest business entities. Further, DLA Piper advised on all aspects of the New Zealand component of the global sale of Pfizer's consumer-health division (the world's largest drug manufacturer) to Nestlé, including areas of corporate, employment, and competition. We also acted for Marlborough District Council as a submitter in opposition to the New Zealand King Salmon proposal, involving four plan changes and resource consents for nine salmon farm sites. 1,271 submissions were received in relation to the submission, and a ten-week hearing was required.

Pro bono plays a significant role within DLA Piper. Every lawyer in the firm is asked to undertake at least 35 hours of pro bono work a year. We have recently engaged in a new pro bono partnership with the Law School at the University of the South Pacific (USP) as part of our commitment to protecting and promoting the rule of law in the Pacific region. Our New Zealand Managing Partner, Martin Wiseman, is the Chairman of Starship Foundation and Partner, Laura Scampion, is on the board of DLA Piper's Global Scholarships Programme.

We are committed to providing and maintaining a workplace that is supportive of both work and life arrangements. With a global reach unlike any other law firm in New Zealand, we are able to offer international secondment opportunities to selected employees. This is a valued offering which provides great development opportunities for staff.

Opportunities for Students

DLA Piper deliberately offers a handful of sought-after summer and law clerk openings in New Zealand. This means you will experience a first-class journey, with full participation in real work. Partners and senior lawyers will support you with genuine help and encouragement. Applications are open to students in their penultimate or final year at university.

The firm does not look for any specific subjects when recruiting, but does seek commercially minded students, who have gained a broad platform of understanding from their studies. Courses dealing with core skills such as legal research and writing are very valuable and important.

For more information visit: www.dlapiper.com/nzgrads



Graduate Profile:

Amindha Fernando

What team/s did you clerk in? If you were in more than one team, what was your favourite team and why?

As a summer clerk I had the opportunity of rotating between the Corporate and Litigation teams. Both teams were incredibly engaging, and every day would pose a new set of challenges to overcome. I particularly enjoyed working for the Corporate team because I was constantly learning new skills as well as getting the opportunity to work with large international clients.

What do you enjoy most about working at DLA Piper?

The people make all the difference at a firm. Everyone is welcoming and make an effort to ensure you understand the work that you are doing. Despite the fact that I was a summer clerk, I was entrusted in drafting resolutions and agreements that were actually used. Being able to engage in real work was one of the most enjoyable aspects of my summer clerkship.

What is the most challenging part about working at DLA Piper?

The hardest part is the beginning. You're stepping into a new world and it is full of unfamiliarity. The culture at DLA Piper is such that you never feel awkward for asking a question and the partners and senior lawyers will go out of their way to guide you through an issue and ensure you understand it. The work wasn't just about preparing documents, but also developing confidence in the work you do.

What are the social opportunities like at DLA Piper?

One of the best parts about summer clerking at DLA Piper is that when you start, you are right at the beginning of all of the Christmas and New Year's festivities and they are an absolute blast. There are plenty of opportunities to get to know everyone in the firm. Our sport teams are also a weekly highlight, particularly Touch Rugby on Mondays.

What makes DLA Piper different from other firms?

The most surprising aspect of DLA Piper was how quickly you are entrusted with drafting documents and taking part in client engagements. From day one you're put straight into meetings and you learn how everything works. All the partners and associates are keen to hear your input on matters and treat you as a valued contributor. From what I've heard about other summer clerk's experiences at other firms, this is not the case for a lot of them. DLA Piper gives you the opportunity to contribute towards work and helps you develop your legal career from the beginning.

EY Law

General Details

Locations: Auckland, Wellington

Contact: gradhelp@nz.ey.com

About the Firm

EY Law Limited ('EY Law') is an incorporated law firm that operates as an independent member firm of the Global EY Network. The EY network's legal services bring together more than 2100 legal professionals from 80 jurisdictions and offer a different approach to providing legal services. Working alongside other EY professionals, our lawyers provide clients with high-quality, commercial and pragmatic legal advice in areas that complement other EY services. Through this global reach, multi-jurisdictional and multidisciplinary EY teams can assist clients wherever they are. Our approach has gained global recognition and sets us apart from traditional law firms.

Working at the Organisation

EY Law's culture is built around our purpose: building a better working world. It has created an environment that allows people to bring their whole selves to work, and values their diversity; the background and experiences that inform their perspective.

A commitment to flexible working arrangements, coupled with the technology to work remotely and a holistic culture that encourages volunteering and charity work, allows our people to find the right balance between their personal goals and giving back. EY Law mixes the best of a small developing legal practice, with one of the biggest global professional services organisation. We combine small firm collegiality with all of the ongoing training, development and support you would expect; you can feel confident that you'll be rewarded competitively too.

Opportunities for Students

For law students, opportunities at EY Law would generally lie in one of the following teams:

- Corporate / Commercial
- Employment / Health & Safety / Privacy
- Private Clients & Trusts
- Digital
- Tax Controversy

There are multiple ways to join EY Law, depending on your year of study. Students in their first and second year can apply for the Career Compass Programme. The programme is centred around structured learning sessions, designed to give a first hand, high-level view of EY Law.

Students in their penultimate year of study can apply for EY Law's Summer Internship Programme which operates as a Summer Clerkship Programme. Interns are part of the EY Law team from day one. They are given real client work, attend client meetings and have the opportunity to meet some of the most dynamic business minds in the market. Interns work alongside senior professionals who can provide mentoring and guidance.

EY Law also employs graduate students, with applications due at the beginning of the final year of a student's degree.



Graduate Profile:

Matt

What kind of work have you been involved in at EY Law?

I am lucky to have had the opportunity to work across multiple areas of law including tax controversy, corporate, employment, trusts/charities and digital. The nature of the work is varied, and I have been involved in drafting advice for large multinationals, amending legal agreements, analysing new changes to the law through to pitching services to clients.

What do you enjoy most about working at EY Law?

Every day is different which keeps me interested and engaged. Aside from that, it is the people that make EY Law what it is. We are a close-knit team with everyone being extremely helpful and talented which allows me to grow as a lawyer. Whenever I am uncertain about something people are willing to explain in more detail and provide guidance for future work. Furthermore, my colleagues have a diverse range of experience which is helpful when we have engagements that cross over multiple areas of law.

What are the social opportunities like at EY Law?

EY is a very sociable place to work. EY Law has their social events such as morning teas and Christmas parties. However, there are also organisation-wide events run by the social club such as the recently held ball. Being part of such a large organisation allows to me rub shoulders with colleagues from all parts of the business.

What makes EY different from other law practices?

EY Law's connection to EY makes my experience as a lawyer different from most other practices with the EY global network consisting of over 260,000 professionals. On almost a daily basis I will find myself communicating with colleagues and clients throughout the world. I have helped overseas offices with their engagements which has given me exposure to law in jurisdictions that I never thought I would work in. This global reach also is extremely helpful when we encounter an issue as we can collaborate with colleagues in and outside of New Zealand. The ability to leverage off other colleague's work is invaluable.

What has surprised you about working at EY Law?

Being part of a professional services organisation, I assumed that EY Law would only have a tax law department. When I started, I was surprised at the vast array of services we offer. I never thought my career at EY Law would have given me exposure to issues such as data protection and policy.

What would be your advice be to students wishing to apply to EY Law?

Keep an open mind and do not write any area of law off. By the time you finish your legal degree, you will have a fair idea about areas of law you like and dislike. Don't ever say to yourself "I'm never going to do that area of law" because you did not enjoy studying that topic. Practicing an area of law is different to studying that area.

Gilbert Walker

General Details

Locations: Auckland.

Areas of Specialisation: Commercial dispute resolution.

Staff: Three partners, six other lawyers and one paralegal.

Contact: Martin Smith, Partner:
martin.smith@gilbertwalker.com

About the Firm

Gilbert Walker is a boutique litigation and dispute resolution firm with a low partner to staff ratio, high calibre staff, and partners with significant advocacy experience. Junior lawyers work directly with the firm's partners for major commercial clients in a highly collegial environment.

Working at the Firm

Gilbert Walker generally acts for large corporates, professional firms and insurers. The firm provides pro bono services on a case-by-case basis.

The partners look to lead by example in striving for a good work/life balance. While a high degree of commitment is required when preparing and taking cases to trial, Gilbert Walker prides itself on being a flexible and generous employer.

Most of the firm's former junior staff have left the firm to pursue study overseas, including at Cambridge, Oxford, Harvard, Stanford and NYU. Gilbert Walker is happy to assist departing staff in finding positions at top international firms.

Numerous aspects of a student's legal education are applicable to working at Gilbert Walker. Their cases cover a wide range of legal issues, including contract, tort, company law, trusts, insurance, and professional liability. Mooting, advocacy, negotiating and strong legal writing skills are highly relevant to the firm's work.

Opportunities for Students

The junior solicitors employed by Gilbert Walker most commonly previously served as judge's clerks or prosecutors, but the firm also employs exceptional candidates directly out of law school.

Gilbert Walker seeks applicants with an exceptional academic record, involvement in other academic activities such as mooting and Law Review, and strong writing skills. Experience as a judge's clerk and mooting will count in your favour.

Graduate Profile: Benedict Tompkins

What team/s did you work in?

Gilbert Walker is a specialist dispute resolution firm. One of the advantages of Gilbert Walker is that there are no fixed "teams" as such. Rather, I worked with all partners, and with external senior counsel, on the whole range of the firm's work.

What did you enjoy most about working at Gilbert Walker?

The people, work and atmosphere are all simply outstanding: you are consistently working with the best lawyers on important and challenging work, in a collegial and friendly environment.

What was the most challenging part about working at Gilbert Walker?

While another advantage of the firm is the significant independence juniors enjoy, this does mean that, from time to time, there is real pressure (of the productive kind) to perform at the highest level for sustained periods.

What are the social opportunities like at Gilbert Walker?

In a word, civilised. And pleasingly frequent.

What makes Gilbert Walker different from other firms?

Its unique ability to combine being a small firm, with attracting top-quality work, and maintaining uniformly excellent professional standards.

Robertsons

General Details

Locations: Auckland

Areas of Specialisation: Insurance, Litigation

Staff: 2 partners, 9 legal staff

Contact: Mel Chapman, mchapman@robertsonslaw.co.nz

About the Firm

Robertsons has established itself as a leading specialist insurance litigation firm in New Zealand. The firm was started in 2011 by its current partners, Michael Robertson and Helen Twomey. It undertakes a broad range of general commercial litigation on behalf of its insurer clients while also advising them on complex insurance-related matters.

Robertsons is instructed by insurers but acts for their insureds in areas including regulatory prosecutions by the Commerce Commission, Ministry of Primary Industries and WorkSafe, NZICA and NZLS complaints, and professional negligence claims against all types of professionals including lawyers, fire design engineers, builders and architects. Robertsons' solicitors regularly appear in the District Court, High Court and Court of Appeal and participate in alternative dispute resolution including mediation and arbitration.

Our team members have experience in all aspects of liability insurance from drafting liability insurance products (including bespoke policies) through to liability management, claims handling and litigation services. We are regularly advising insurers on complex indemnity issues arising out of liability claims.

Robertsons regularly participates in judging for Auckland Law School competitions and sponsors the Auckland Law School Insurance Law award.

Robertsons has been nominated for four consecutive years at the New Zealand Law Awards for Insurance Law Firm of the Year. It is listed as a Leading Firm in Insurance in the Legal 500 Asia Pacific with Michael listed as Leading Individual. It is also a Ranked Firm in Insurance in Chambers Asia Pacific with Michael and Helen being listed as Ranked Lawyers for Insurance in New Zealand.

Working at the Firm

Robertsons' partners, Michael and Helen, have been with the firm since its inception and their clear vision for the firm remains. They prioritise employee job satisfaction and enjoyment of the job while also still encouraging their team members to produce a high standard of work.

Due to the collaborative nature of litigation, Robertsons do not have specific teams for particular specialities. A supportive and friendly working environment is fostered through a lack of job titles. No one team member is allocated to a specific partner or senior team member, junior solicitors instead support senior team members across all matters at the firm. This means our solicitors get experience and get involved with a wide variety of litigation work early on in their careers.

Graduates at Robertsons can expect to be given challenging but rewarding work in a broad litigation-based practise which has an inclusive team environment with real opportunities to develop their skillsets. Graduates can expect to have close contact with senior staff and partners and good client contact.

Robertsons also provide private weekly boot camp sessions, mid-year and end-of-year functions and opportunities for continued learning including in-house team trainings which are run by both Robertsons staff and external experts in particular fields.

Opportunities for Students

Robertsons generally seek to employ one new graduate each year with no strict recruitment period. If you share our passion for insurance and interest in litigation and would like to inquire about being part of our exceptional team, we welcome your proactive approach.



Clerk Profile:

Heather Bridgman
University of Otago
Junior Solicitor (1-2 PQE)

What kind of work have you been involved in at Robertsons?

As a junior solicitor at Robertsons, I have been actively encouraged to get myself involved with all matters across the firm. I have worked alongside both senior team members and our partners, Helen and Michael. I have been exposed to a wide variety of work that we do at Robertsons and have been given ample opportunity to "give things a go" which is invaluable to your learning as a graduate.

What do you enjoy most about working at Robertsons?

The variety! A typical day at Robertsons could involve anything from giving advice on a phishing attack or a business email compromise under a cyber liability policy or preparing advice on the liabilities arising from the use of unmanned aerial vehicles (drones) in the morning, to preparing for a High Court hearing or mediation in the afternoon, before heading out with the team to a client function in the Wynyard Quarter.

What is the most challenging part of working at Robertsons?

The breadth of work that you will be asked to undertake can be a bit daunting at times especially if you have not explored a certain area of law before but, you quickly learn that the challenges you face are part of what makes the job interesting and never boring.

What makes Robertsons different from other law practices?

Robertsons truly has a supportive working environment. Senior team members ensure that you are actively involved and attempt to give you opportunities to expand your knowledge. Being a smaller firm, I have quickly gotten to know my fellow team members and thoroughly enjoy working at the firm. Helen and Michael really care about their staff and their wellbeing which shows in the fun, collegial atmosphere you experience at Robertsons.

What has surprised you about working at Robertsons?

Insurance litigation isn't just about earthquakes! It is a broad and varied area of litigation. A vast amount of quality New Zealand litigation is actually conducted in the insurance litigation area which I wasn't aware of before commencing my job.

What would be your advice be to students wishing to apply to Robertsons?

If you are considering a career path in litigation, consider taking civil procedure and evidence at University as part of your electives. They are an invaluable aid when it comes to understanding litigation procedure.

Simmonds Stewart

General Details

Locations: Auckland, Wellington and Singapore.

Areas of Specialisation: Corporate and commercial law for technology companies. Startups, capital raising, mergers and acquisition, governance, technology contracts and international tech business.

Staff: 5 partners, 9 legal staff.

About the Firm

Simmonds Stewart is a corporate and commercial law firm helping New Zealand and Southeast Asian technology companies do business and raise venture capital in every corner of the world.

Our corporate lawyers work on tech company governance structures, employee share schemes, venture capital financing deals, and mergers and acquisitions transactions. They also help venture capital firms with their investing activities, particularly in Southeast Asia.

Lawyers in our commercial team help tech companies with all of the contracts needed to develop a successful technology business, including T&Cs for apps and SaaS products,

licence agreements, customer contracts, distributor/reseller agreements, and large ICT project agreements. There is a heavy international element to this work – our lawyers are often involved in the negotiation of agreements with

international parties including multinationals and government (and sometimes sovereign) agencies.

Simmonds Stewart's website includes a treasure trove of open-source templates, document makers and "how to" guides.

Working at the Firm

We start graduate lawyers in our corporate team, where they get awesome experience wrangling company documentation for employee share schemes, capital raisings and merger and acquisition transactions. Graduates work closely with partners (we have a very flat structure) and get lots of "face time" with clients.

As graduates grow in experience, they handle larger parts of these transactions, and we start to introduce some commercial work to broaden each lawyer's skillset. Smart and enthusiastic lawyers thrive on this work, and quickly develop their own stable of tech company clients to look after.

Simmonds Stewart operates like a tech startup in many respects. We use the same apps as tech companies to run and measure our business (e.g. Slack, Xero, Pipedrive, Google Analytics, Alexa) and digital marketing (via our website and social media) is key to our ongoing success. We try out lots of new tech, and we involve our grads in these experiments.

When we find a technology that we like, we put a lot of effort into it. For example, the firm is currently creating automated versions of its free online templates using an NZ developed SaaS product called Zumesoft. We send our graduate lawyers to Zumesoft for training (in sunny Nelson), so they can get involved in this automation work.

Opportunities for Students

Simmonds Stewart is in growth mode. Going forward, we expect to employ 3-4 graduate lawyers across our Wellington and Auckland offices each year.

Graduate vacancies are advertised on our website and on Seek, but we are also happy to receive pro-active applications via the "contact us" form on our join us page.

To find out more about working at Simmonds Stewart, checkout out the videos from our team members at <https://simmondsstewart.com/join-us/>.



Graduate Profile:

Ping Lim, Victoria University
of Wellington
Graduate – 1st year working

What kind of work have you been involved in at Simmonds Stewart?

Mainly corporate, with a focus on capital raising work for tech startups. I help draft investment documents that set out who controls the startup and who gets which slice of the business' financial pie. I've also dabbled in an eclectic mix of other things including preparing a services agreement for a Blockchain-related company, researching Ugandan law (which governed a contract a client was negotiating), and helping get our privacy policy doc maker up and running.

What did you enjoy most about working at Simmonds Stewart?

Playing a part in changing the tech landscape in New Zealand and overseas. We publish free legal templates and doc makers, which I think dramatically increases access to legal services. Simmonds Stewart is a small firm, but due to our innovative work strategies, we attract international clients that you might only expect in a much bigger firm.

Could you tell me about a standout moment or memorable experience that you've had at Simmonds Stewart?

It would have to be working out at the firm's Singapore office for two weeks. I got to follow a senior to his legal presentations at startup hubs around town. We met with entrepreneurs from all over the world, often equipped with a string of degrees, career experience, and the Silicon Valley uniform of jeans and T-shirts. Back in the office, I helped put together governance documents for a multi-million capital raise, and ESOP documents for an Indonesian startup company. It was an exciting and eye-opening experience.

What is the most challenging part of working at Simmonds Stewart?

Multi-tasking. I get a variety of work from all three of our offices, and it can feel like a wild juggling act - moving between deals in different countries with a lot of money passing hands. Thankfully help is never far away and people are always happy to explain things to you and guide you through the crazy – or post memes on Slack!

What makes Simmonds Stewart different from other firms?

We put good ideas into practice. This year two buzz topics in the legal industry have been about improving the treatment of women in the legal profession and fostering engagement with new technology. Our firm's leadership has always been gender diverse, and in team meetings, we regularly review our use of the very technologies being discussed (e.g. legal automation programmes, cloud-based software, and digital marketing apps to name a few).

What would be your advice be to students wishing to apply to Simmonds Stewart?

Simmonds Stewart is a boutique firm, so tailor your application to fit our niche of corporate and commercial work for tech startups. Have a good browse of our website and news sites like techcrunch.com. What stands out to you, and what do you find interesting? Weave what you've learnt into your application. Be positive and let your energy and creativity show. Finally, and this applies to your future legal work as well: never forget to proofread.

Wilson Harle

General Details

Locations: Auckland CBD

Areas of Law: Commercial disputes, public law and related advice. Range of work undertaken includes commercial and contract issues, competition, anti-trust and trade practices, construction, corporate governance, trusts, insolvency, insurance, media law, professional and product liability, regulatory and public law issues, shipping and international trade, statutory inquiries and complex criminal cases

Staff: 8 legal staff, 4 partners

Contact: Chris Browne (chris.browne@wilsonharle.com) or Victoria Fletcher (victoria@victoriafletcher.co.nz)

About the Firm

Wilson Harle was created by a commercial litigation team at a large full-service firm, with the aim of providing high quality commercial dispute services to clients in a close knit, collaborative environment. It undertakes a broad range of demanding contentious and advisory work from its architecturally designed, open plan office. Wilson Harle is known for the high calibre of its lawyers, the variety of its work and its supportive culture.

Wilson Harle has been named Litigation and Dispute Resolution Specialist Firm of the Year at the New Zealand Law awards for five consecutive years. It is listed as a Leading Firm in Dispute Resolution and Insurance in the Legal 500 Asia Pacific and is a Ranked Firm in Dispute Resolution in Chambers Global and a Ranked Firm in Dispute Resolution, Competition, Insurance and Public Law in Chambers Asia-Pacific.

Working at the Firm

Wilson Harle encourages collaborative work practices, such as not limiting people to work in particular teams, but instead having everyone working together as one team. Staff are expected to work hard when the pressures of top tier litigation demand it, but are encouraged to take time when work pressures are lower. The firm takes suitable cases on a pro bono basis and the partners provide assistance to various community organisations.

Employment Opportunities

When recruiting, Wilson Harle looks for intelligent, personable, dedicated lawyers, who contribute to client causes as well as the fabric of the firm. Applicants intending to practice in litigation are expected to have studied, or intend to study, Evidence.

Wilson Harle offers a recruitment programme for summer clerks and graduates annually. Many Summer Clerks are later selected as Judge's Clerks and the firm also recruits Judge's Clerks at the end of their contracts. One or two summer clerks are usually employed each year. Applications for the recruitment programme open early March.

Summer Clerk Profile:

Rosa Gavey,
University of Auckland

What team did you clerk in this summer? If you were in more than one team, what team was your favourite and why?

Wilson Harle is a specialist litigation firm which operates under a "one team" philosophy, meaning everyone works collaboratively on a wide range of matters. As a result, I had the opportunity to work with almost everyone in the firm (including multiple partners), on a one to one basis. From very early on I found I had a passion for litigation. There was a lot of variety in the work, no two days were ever the same. Some of my work included drafting research memos on specific points of law (to assist with advice to clients), discovery, and filing documents in court. I had opportunity to research many different areas of law including contract, healthcare, maritime, equity, tort, and insurance law. This kind of wide-ranging exposure is unique to litigation and provides an excellent platform for starting your career.

What did you enjoy most about working at Wilson Harle?

My summer at Wilson Harle surpassed all my (high) expectations. The people were wonderful, the work was varied, complex and high profile, and the culture within the firm was supportive and progressive. From my first day I was entrusted to research challenging legal points. Every time I was given a new task, the supervising partner or solicitor would take the time to explain the ins and outs of the matter to me. After finishing researching a point of law, they would be genuinely interested in my professional opinion. Aside from the interesting work, there were many social events throughout the summer. This included the Corporate Challenge, hosting a book launch, weekly Friday night drinks, a BBQ at a partner's house, and the Christmas party on Waiheke.

What makes Wilson Harle different from other firms?

Wilson Harle is a prestigious boutique firm, meaning they deal with complex and significant legal cases and also have a tight-knit collegial community. Over the summer I got the chance to get to know everyone, including partners, on a personal level. Wilson Harle's recruitment process is rigorous and highly selective. Rather than being one of 20, Wilson Harle recruits only one or two summer clerks. This meant I was conducting real legal work from the first day and was included in all aspects of the firm. This is exemplified by the fact that on my second day I was invited to go with the firm to the New Zealand Law Awards. There, I was able to see Wilson Harle win, for the fifth year in a row, Litigation and Dispute Resolution Specialist Firm of the Year. It was at that moment that I knew I was not going to be treated as "just another summer clerk", rather I was a valued member of the firm.

In-House Legal Teams & Corporate Advisories

“At the most pragmatic level, lawyers are society's professional problem solvers. Lawyers are called upon to make distinctions, to explain how and why cases or experiences are alike or different. Lawyers are expected to restore equilibrium, to be balancers. Every discipline, every profession, every job, and every calling has a cutting edge. At that cutting edge, lines are drawn. Lawyers are society's ultimate line drawers.”

(Rennard Strickland and Frank T. Read)

If traditional legal work in a firm does not appeal, there are numerous commercial opportunities in corporate advisory roles. Large corporations generally have their own legal teams, and in-house positions can be found across the business world – from banks to tech companies. In-house teams focus on any legal issues an organisation might encounter, and their work is often more varied than work in a law firm. Alternatively, many corporate advisory roles do not require any specific legal knowledge. However, the critical thinking and problem-solving skills developed over the course of a law degree make law students attractive to employers in these areas. The main corporate advisory employers are professional service firms, and their work includes auditing, consulting, tax and corporate advisory.

In-House Lawyers Association New Zealand (ILANZ)

ILANZ is the section of the New Zealand Law Society devoted to meeting the needs of in-house lawyers. Gabrielle O'Brien from ILANZ shares some insights about being an in-house lawyer, and what ILANZ can do for in-house lawyers.

Visit ilanz.org for more information.

The role of an in-house lawyer

An in-house lawyer provides legal advice to their employing organisation. More than 2,900 lawyers (over 20% of New Zealand's legal profession) practise in-house. They are employed by public and private companies, government, not-for-profits and other entities to provide in-house legal advice and other legal services.

Work environment

The work environment for in-house lawyers has a number of differences from that at a law firm. While law firms are built around lawyers and the giving of legal advice, in-house lawyers often work as a function within a large organisation and are just one source of advice and information used to operate and manage that organisation.

In-house legal teams range in size from one in-house lawyer being employed in an organisation to the largest team of more than 200 lawyers. In-house lawyers are often embedded in the organisation's business units so are very close to their "client" and are expected to understand their operations and objectives at a deep level. The actual client of an in-house lawyer is not the manager or the person giving them instructions. The client is the employing organisation so an in-house lawyer must be sure to protect the interests of the organisation rather than the interests of any one individual in it, while being mindful of their ethical and practice obligations as members of the legal profession. Some in-house lawyers also have additional responsibility for governance, risk management, public affairs, privacy, company secretarial and other key organisational functions.

How to become an in-house lawyer

Traditionally, new lawyers used to start in a private practice role and then move in-house after a few years. Increasingly though, in-house legal teams – especially larger ones – have created graduate roles and training programmes. In the public sector, the Government Legal Network (GLN) has set up a summer clerk programme and graduate programme for new and aspiring government lawyers.

To practise as an in-house lawyer, you need a practising certificate. If you undertake "reserved work" for your employer or if you are to describe yourself as a lawyer, solicitor, counsel or any of the other terms set out in s 21(1) of the Act; you must hold a practising certificate to do so.

The role of ILANZ

ILANZ is the section of the New Zealand Law Society that represents in-house lawyers and champions their interests. It was established in 1987 and recognises the distinct interests and needs of lawyers providing professional services to their employers.

ILANZ works to connect, support and lead the in-house community. We provide member services including a highly regarded annual conference and other events, e-bulletins, best practice guidelines, ethical guidance, awards and scholarships and respond to individual member queries.

We value being:

- Member focused
- Collaborative
- Quality driven
- Innovative.

Criminal

***“Injustice anywhere
is a threat to justice
everywhere”***

(Martin Luther King)

It is not uncommon for students get into law with the aspiration of becoming a criminal lawyer. There are two types of criminal lawyers, prosecutors and defence attorneys:

- Defence attorneys defend individuals, organizations, and entities that have been charged with a crime.
- Prosecutors charge suspects with crimes and attempt to convict them in court.

Criminal lawyers handle a diverse spectrum of criminal cases, ranging from domestic violence crimes, sex crimes, violent crimes and drug crimes to driving under the influence (DUI), theft, embezzlement, and fraud. This chapter provides insight into prospective criminal law careers and firms.

Kayes Fletcher Walker

General Details

Location: Manukau.

Areas of Specialisation: Criminal and regulatory litigation.

Staff: 47 staff

Contact: office@kfw.co.nz

About the firm

Kayes Fletcher Walker (KFW) is responsible for the prosecution of serious crime committed in South Auckland. The privilege of representing the Crown in court arises because one of the firm's three directors, Natalie Walker, was appointed Crown Solicitor for Manukau in 2015 and holds a warrant from the Governor-General to conduct all Crown prosecutions in the region on behalf of the Solicitor-General.

As the Office of the Manukau Crown Solicitor, the firm's solicitors conduct not only Crown prosecutions (including jury trials, the most serious of which are heard in the Auckland High Court) but also certain Youth Court appearances and High Court appeals from Police and departmental prosecutions in the District Court. The firm also prosecutes on behalf of government departments, Crown entities, the New Zealand Law Society and the SPCA, undertakes proceeds of crime and extradition litigation, and from time to time appears for the Crown in the Court of Appeal.

KFW is an office with a strong Crown identity that takes pride in its work and its people. It employs people from diverse backgrounds who are intelligent, fair-minded, public-spirited, diligent, collaborative and fun – and trains them to be the best they can be.

Working at the firm

All of the firm's 37 lawyers appear regularly (near enough to daily) in the three South Auckland District Courts (Manukau, Papakura and Pukekohe) and the Auckland High Court, prosecuting a wide range of crime including cases of fraud, drug dealing, sexual assault, aggravated robbery and murder. The appearances include not only judge-alone and jury trials but also pre-trial evidential challenges (such as to Police search warrants and suspect interviews), bail hearings and sentencings. Given the volume and variety of work, Crown prosecution offers young lawyers unrivalled litigation experience.

Many of KFW's staff have studied at overseas universities, including Oxford, London, Harvard and Columbia. A number have also worked as judges' clerks, or as lawyers in international war crimes tribunals. KFW is encouraging of its staff doing further study and remaining engaged with law schools and the wider legal community (for example by the membership of legal organisations, tutoring and mentoring students, writing for publication and attendance at conferences). The firm has its own waiata and weekly full immersion Te Reo Māori lessons.

KFW has its premises in the striking Manukau Institute of Technology building (which also has a train station in the basement).

Opportunities for students

KFW recruits annually in February/March for junior prosecutors to begin in February of the following year. In addition, the firm is always happy to receive CVs and expressions of interest from students who share its vision and values and are excited at the prospect of working in criminal justice in South Auckland.



Graduate Profile:

Yasmin Olsen
(Ngāpuhi, Ngāti Whātua)
University of Otago

What kind of work have you been involved in at Kayes Fletcher Walker?

In my first month I began appearing in court, first with bail appearances and later for sentencing, pre-trial, and Youth Court matters. I have appeared as junior counsel in both the High Court and Court of Appeal, and before the Parole Board. As well as the in-court work, I have prepared submissions on everything from High Court murder sentencings to opposing an application to stay a prosecution for historical sex offending. I also review evidence and consider charging decisions.

What do you enjoy most about working at Kayes Fletcher Walker?

You're able to bring your whole self to work. And you aren't expected to operate as though your family and life outside work don't exist. There is no model to conform to, and because there are no job titles, our relationships with each other aren't constrained by the politics of hierarchy. Children, partners, parents and grandparents attend work events and come into the office for lunch and to meet workmates. It really feels like a whānau.

What are the social opportunities like at Kayes Fletcher Walker?

Most weeks there are spontaneous, informal opportunities to relax and catch up with each other, as well as shared lunches and dinners throughout the year. We also have a book club, weekly firm-wide waiata practices and Te Reo Māori classes, and we play in a joint social touch rugby team with the Public Defence Service in Manukau.

What makes Kayes Fletcher Walker different from other firms?

The amount of time you get to spend in court on your feet as a junior prosecutor, right from the very beginning. Initially these appearances include bails, sentencings and pre-trials, but also judge-alone and jury trials, where you'll get to open the case to the jury, lead evidence, possibly cross-examine the defendant, and close the case. You spend at least a full day in court every week, sometimes every day. You figure out quite quickly if it's something you will enjoy long-term.

What is the most challenging part about working at Kayes Fletcher Walker?

Coming into contact with the criminal justice system, as a defendant or as a victim, can be one of the most stressful times of a person's life. As prosecutors we're one of the faces of that system and we make decisions that have a direct impact on that experience. We can't hide from that: we're held accountable for those decisions, often in open court, in front of that person and their family. For me personally, being a Māori Crown prosecutor adds another layer of complexity to that experience. However, that immediate accountability means we're careful to ensure the decisions we're making are responsible, fair and balanced.

What has surprised you about working at Kayes Fletcher Walker?

How willing everyone is to lend a hand, no matter how busy they are. It's a really collaborative place to work, and we're encouraged to speak to other prosecutors about our decisions – big and small. Really experienced prosecutors will quickly drop what they're doing to sit down to discuss a decision you're feeling anxious about. That's reassuring and you learn a lot from it.

What would be your advice be to students wishing to apply to Kayes Fletcher Walker?

Academic merit isn't the only consideration. Make sure your application captures your character. How have you helped others while you've managed to achieve your degree? What will you bring to the office because of your own, particular life experiences? What have you done that shows your compassion, resilience, community-minded focus? And don't be disappointed if you don't get the job first time – there are often only a few graduate positions available each year. Try something else, and if you still want to work at KFW, that experience will serve you well next time you apply.

Meredith Connell

General Details

Locations: Auckland, Wellington.

Areas of Specialisation: Full service law firm.

Staff: 200+ staff

Contact: Andy Smith, Chief People and Capability Officer, andy.smith@mc.co.nz

About the Firm

Over more than 95 years, we've established a formidable track record which makes us New Zealand's largest and most experienced litigation practice. Building on that heritage, we have evolved into one of this country's most successful full-service law firms, providing our clients with specialist advice in more than 23 practice areas under our four practice groups - criminal, commercial litigation, corporate and commercial property, and regulatory and insolvency.

Today, our team advises on some of New Zealand's largest, most complex and highest-profile commercial transactions and litigation. As Crown Solicitors, we have also prosecuted practically every serious crime before the courts in Auckland for the past 95-plus years.

It's safe to say no other law firm in New Zealand can demonstrate quite the same history of integrity, experience and success.

Working at the Firm

Despite our size, we remain a firm that puts people first – the philosophy hardwired into our DNA by our founding partners.

We've learnt a few things over the past 96 years – like that our purpose is not only to provide innovative solutions to significantly improve our clients' performance but, just as importantly, to build a culture which attracts, develops, excites and retains truly exceptional people. We really recognise the mutual strengthening each of those purposes provides to the other. Best solutions require the best people and the best people aspire to work on the toughest problems.

No matter their specialisation, we give opportunity to lawyers to undertake work from other areas of the firm. We believe that diversity of work for juniors makes better lawyers. Better lawyers make a stronger firm. It's simple really.

We have the youngest profile of any large firm in the country - our partnership is entirely Gen X and Millennial.

Opportunities for Students

Our Intern Programme is designed to help you work out whether this is the place for you while still giving you the option of taking up a summer clerkship elsewhere. Do both and decide the best place for you and your needs.

We believe an Internship at MC will give your career the foundation it needs. And because we offer a full range of practice areas, you'll have plenty of options to enable you to specialise in whatever you are passionate about.

Recruitment for our Intern Programme happens in the first quarter of each year but you can tell us at any time whether you're interested in being part of the next intake. Take a look at our website under **www.mc.co.nz/work-with-us/internship-programme**, fill out the application form, and email it with a covering letter, your CV and transcript to Andy Smith, our Chief People and Capability Officer.



Clerk Profile:

Sofia Evans

What kind of work did you do during your internship at MC?

I worked one day a week as a winter intern in the Regulatory Prosecutions team in the Crown Specialist Group in 2017. I then started work as a full-time law clerk in 2018, this time in the Criminal Prosecutions part of the Crown Specialist Group. As an intern my tasks mainly involved drafting legal submissions, doing legal research and writing opinions. I had a lot of opportunities to observe other members of my team appearing in court and I was able to attend meetings with important government clients.

What have been some of your highlights of working at MC?

Getting to observe criminal trials and hearings has certainly been a highlight. Also, putting the legal research and writing skills I learned at University into practice by writing legal submissions and drafting legal documents. I've also enjoyed the firm's training seminars and workshops which cover all sorts of fascinating topics – one example was an Assistant US District Attorney visiting to talk about recent human trafficking prosecutions in the US.

What do you enjoy most about working at MC?

The variety of the work and the friendly, welcoming, team-based atmosphere. While working in Criminal Prosecutions I was able to take on some Commercial Litigation work which was a great way to gain experience in different areas of legal practice. There is so much support and guidance available – even a 'criminal clinic' where a senior prosecutor is available every day to help out with queries. People are always willing to share their knowledge, experience and tips, and to tell you a few war stories along the way!

What have been some of the challenges?

One challenge has been the volume and fast paced nature of the work, which often involves writing several research opinions or court submissions a day. This took some getting used to after law school where you might spend weeks planning and working on an opinion or an assignment.

What makes MC different?

Meredith Connell holds the Crown warrant for Auckland, which makes it a unique place to work in that its lawyers get an opportunity to work in both criminal and commercial law. Having more opportunities to appear in court early on in your legal career and being able to pick up a variety of work in different practice areas keeps things exciting and means you get valuable litigation experience.

What are the social opportunities like at MC?

There are so many opportunities to get involved in various activities and to get to know your colleagues that go far beyond the usual Friday night drinks. There really is something for everyone, from a Book Club to a Dragonboat racing team. There are sports teams such as touch rugby and tennis and even a casual swimming club. Social events are hosted throughout the year by various groups within the firm. It's a great chance to meet new people while enjoying the catering!

What has surprised you about working at MC?

Probably the extent to which the firm is committed to cultivating a healthy and inclusive working environment and incorporating different cultures and worldviews. Last year every member of the firm attended Unconscious Bias training and MC also offers weekly Te Reo classes. MC has a number of groups such as the Rainbow Alliance and Te Tauhere Manaaki among others. These groups hold regular events throughout the year which are a great chance to listen to interesting and inspiring speakers.

Public Defence Service (PDS)

General Details

Locations: Auckland, North Shore, Manukau, Waitakere, Hamilton, Tauranga, Hawkes Bay, Wellington, Christchurch, Dunedin.

Areas of Specialisation: Criminal, litigation.

Staff: 230 (180 lawyers).

Contact: Recruitment team, recruitment@justice.govt.nz

Career opportunities will be advertised on <http://www.pds.govt.nz/careers-with-the-public-defence-service/> and the PDS LinkedIn page.

About the PDS

The Public Defence Service (PDS) operates independently within the Ministry of Justice. We provide high-quality criminal legal aid services to people who need it most. We do this by providing:

- Legal advice and defence representation to legally aided clients facing criminal charges
- Duty lawyer services
- Legal services to people with criminal mental health and parole issues
- Representation on criminal appeals in the Court of Appeal and Supreme Court.

The PDS services the major metropolitan courts from 10 offices throughout New Zealand. We operate in 15 District Courts, as well as their related High Courts, the Court of Appeal and the Supreme Court.

Each office is led by a Deputy Public Defender and has a mix of senior, intermediate and junior lawyers, law graduates and support staff. Our lawyers must meet the same quality standards as private providers to undertake legal aid work. They are legally approved to provide criminal legal aid services across all criminal proceedings categories and approved to provide duty lawyer services.

Working at the PDS

The PDS is an exciting place to work. Our lawyers are litigation lawyers and spend a lot of time in Court representing our clients. We offer specialised in-house criminal law training and development opportunities. You gain the experience and develop the competences required to undertake criminal defence representation and progress your career.

The variety of work and our collegial and collaborative environment means your role and views are supported.

The aspect of your legal education that is most relevant to working at the PDS is:

- An understanding of the fundamentals of criminal law and procedure
- Legal research skills
- A fundamental understanding of the law of evidence
- Time management skills.

Most of our work is in the District Court and concerns cases which, if they go to trial, are dealt with by a judge alone. We also receive cases for jury trial (maximum penalty of two years or more), including the most serious charges which are dealt with in the High Court. Our lawyers manage multiple files and clients at any one time. The key elements of our work are:

- client interviews and obtaining instructions;
- reviewing disclosure;
- drafting court documents;
- liaising with the prosecution, the court, witnesses and the client; and
- Appearing in Court to represent the client at all stages of the proceeding.

Passionate about justice?

Join us at New Zealand's largest criminal law practice. Be in court in your first week. Benefit from a first-class training programme in a supportive team.



careers.justice.govt.nz



Opportunities for you

Our summer intern programme provides you with practical experience in a criminal defence environment. You will develop your legal knowledge and skills and apply them in the real world. We provide specialist training, mentoring, and hands-on learning so that you gain the most from your experience. The Programme is for a three month fixed term over the summer break (mid-November to mid-February).

You work alongside experienced lawyers and undertake legal research, observe lawyers in Court, attend client interviews (with permission), draft submissions and undertake general administration and file organisation. You are fully involved in the training, team meetings and social events of the office. We encourage our interns to join us permanently after graduation to help develop a quality junior criminal defence bar.

Our law graduate programme provides you with practical experience in a criminal defence environment. As an employee of the PDS, you will have the opportunity to develop your legal skills and practice as a criminal defence lawyer. Law graduates work on criminal legal aid cases, undertake legal research, draft legal submissions and affidavits and observe client interviews and court appearances

We look for people who are passionate about criminal justice, have a strong work ethic, are versatile self-starters and excellent communicators, and are able to build and maintain strong working relationships. You must be client-focussed and able to manage multiple pressures and a variety of tasks.

To apply for roles with the PDS please visit <http://www.pds.govt.nz/careers-with-the-public-defence-service/> and see our **LinkedIn** page.

We recruit for our summer intern programme and law graduate programme in July.

Social Justice

“If we choose not to get involved or pretend it's not happening, we're going against the very sense of connection that makes us human.”

(Brené Brown)

Many students want to use their law degrees to contribute to the advancement of society, and there are numerous opportunities in the field of social justice. Some organisations aim to provide accessible legal information and services to those who might not otherwise be able to afford it. Others require legal support in their missions to create a better society for everyone. Work in social justice is diverse and rewarding, and develops comprehensive and practical legal skills. Social justice work can often be accommodated alongside other employment. Social justice organisations generally rely on donations and volunteers to sustain their activities, meaning there are a range of ways to get involved. Alternatively, many legal employers (especially law firms) allow their employees to undertake pro bono work for the wider community alongside their regular work.

New Zealand Law Society (NZLS)

General Details

Locations: The New Zealand Law Society's national office is located in the heart of Wellington's CBD at 26 Waring Taylor Street. Along with the national office, it also has 13 regional branches around New Zealand located in Auckland, Hamilton, Gisborne, Napier, New Plymouth, Whanganui, Wellington, Nelson, Christchurch, Dunedin and Invercargill.

Membership: At 7 December 2018 there were 14,259 lawyers with a current New Zealand practising certificate. Of these, 13,962 had opted to become members of the New Zealand Law Society.

Structure: The Law Society has an elected President who serves a three-year term. Kathryn Beck is the current President, and she will complete her term in April 2019, when Tiana Epati will become the Law Society's 31st President. The Law Society has an elected Board which comprises the President and four Vice-Presidents. The Law Society Council meets twice a year and is made up of the Board, the presidents of each of the 13 branches, the chairs/presidents of the three sections, the New Zealand Bar Association president and a representative of the Large Law Firms Group. The New Zealand Institute of Legal Executives and the Māori Law Society attend as observers.

Along with the elected positions, the Law Society's work is carried out by a permanent staff of over 100 and a much appreciated strong voluntary input by other legal professionals around Aotearoa.

Website: www.lawsociety.org.nz

Who we are

Established in 1869, the New Zealand Law Society has been part of New Zealand's justice system for 150 years.

Its main functions are to regulate legal practice in New Zealand, to uphold the rule of law by assisting and promoting law reform, to protect the consumers of legal services and to represent its members.

Regulation

Once you have graduated from law school and completed a Profs course, if you want to provide legal services in New Zealand, you must obtain a practising certificate from the Law Society. This is when you will have the most contact with the organisation.

Alongside the Practising Certificate, every practising lawyer must adhere to the *Rules of Conduct and Client Care for Lawyers*. These Rules set minimum standards for legal practice in New Zealand with this regulatory role funded through the annual practising fee which all practising lawyers pay.

A part of the regulatory branch is the Lawyers Complaints Service. This section handles all complaints made against lawyers, law firms and non-legal employees.

Along with dealing with the regulatory aspect, the Law Society also oversees the Continuing Professional Development (CPD) requirement which practising lawyers must complete - a minimum of 10 hours of CPD activities each year.

As a membership organisation, the Law Society provides a wide and varied range of services. It includes a national law library service, provision of continuing professional development through the Law Society's wholly-owned education provider NZLS CLE Ltd, and events and services delivered through the 13 Law Society branches around New Zealand. Law Society events include formal dinners, social events, casual learning sessions, committee meetings, study groups, and up-skilling sessions.

The Law Society also keeps lawyers informed on the legal profession, the delivery of legal services, and other relevant matters through a range of publications and online information. These include the weekly e-newsletter *LawPoints* and the monthly magazine *LawTalk*.



Helping lawyers begin their journey through Aotearoa's legal profession since 1869



NEW ZEALAND
LAW SOCIETY

NZLS EST 1869

lawsociety.org.nz

Opportunities and resources for students

NZLS Weekly is a weekly e-newsletter available free to anyone interested in legal news. The Law Society also makes copies of its monthly magazine, *LawTalk*, available to law students through the country's law schools. *LawTalk* is also available as an online magazine. Further information on our publications and other student resources can be found on the Law Society's website.

We know that students starting law school, and those graduating and preparing to enter the legal profession in any capacity may have questions about the Law Society's involvement in the regulation of New Zealand's law firms. The Law Society is committed to helping and supporting legal professionals to ensure they work in healthy, safe, respectful and inclusive environments and we do this through a variety of channels.

The Law Society's *Practising Well* initiative provides a range of support resources and services for lawyers of all ages who may be under stress or who encounter other problems in legal practice.

We also launched *Law Care*, a phone line where lawyers, law students and other legal professionals can talk about their options regarding harassment and other unacceptable workplace behaviour confidentially with trained professionals.

Many of the Law Society branches have new or young lawyer groups which offer a full programme of activities. The New Zealand Law Society Women's Advisory Panel is also developing a range of initiatives aimed at improving the retention and advancement of women in the legal profession.

We are actively involved in the rebuilding of the legal profession's reputation and look forward to the future lawyers coming through who will bring change and usher in a new approach to the practice of law. It is a great profession, and we are committed to maintaining high professional standards.

Citizens Advice Bureau

General Details

Locations: Over 80 around the country from the far north, down to Invercargill, and from major metropolitan areas to small, rural communities.

Staff: Over 2,300 trained volunteers

Contact: If you're interested in volunteering, the best thing to do is to contact your local CAB, which can be found here: <http://www.cab.org.nz/acabnearyou/>

About the Organisation

The aims of Citizens Advice Bureaux New Zealand are to:

- Ensure that individuals do not suffer through ignorance of their rights and responsibilities, or of the services available, or through an inability to express their needs effectively.
- Exert a responsible influence on the development of social policies and services, both locally and nationally.

Each Citizens Advice Bureau (CAB) is an incorporated not for profit organisation, operated by local community volunteers. Some CABs have paid staff who support the management of the bureau.

At the CAB we help people to know and understand their rights and obligations and how to use this information to get the best outcomes. We also provide people with the confidence and support they need to take action and we work for positive social change within communities and wider society. We provide a free and independent service to all.

When helping clients, the CAB's aim is to not take over the management of a client's situation, but instead to work alongside them, helping them to help themselves and providing pathways for resolving their issues. This ensures that the client has an opportunity learn and grow in confidence.

The CAB, unlike the Government, does not have a statutory obligation to take the prescribed course of action if people disclose certain issues. As such, people often feel safer disclosing sensitive and serious issues to a Citizens Advice Bureau than they would to Government agencies.

Opportunities for Students

We deliver our service of information, advice and support by over 2,400 volunteers throughout the country – do you want to be one of them?

CAB volunteers from all walks of life help more than 500,000 people every year. You will find the work interesting, stimulating and fun. When we ask volunteers to describe what they love most about being involved with Citizens Advice Bureau, most say it's the fact that no two days are ever the same.

When you volunteer with the CAB, we provide free training, as well as the tools and ongoing support you will need to provide the CAB service. Being a CAB volunteer is a commitment, but one that many of our volunteers wouldn't give up for gold.

CAB volunteers go through a rigorous period of learning and development before they become accredited to work with clients individually. Most CABs roster their volunteers on duty weekly or fortnightly, for a two or three-hour shift. Some CABs have a range of other volunteer roles available; just contact them to find out more.

It is a position that would not only look great on a law student's CV, but one that would also provide beneficial practical experience of dealing with clients. To find out more visit our website www.cab.org.nz/getinvolved/volunteer or contact your local CAB www.cab.org.nz/acabnearyou.

Volunteer Profile:

Charm Skinner
University of Auckland

What kind of work have you been involved in at CAB?

Having the opportunity to volunteer at CAB has been an absolutely incredible experience. I have only been volunteering with the organisation for one year, but in this one year I have helped so many people in our community.

I am an interviewer which involves helping clients resolve issues. Generally when a client comes into our branch, calls in or contacts our branch via email I would be the one who helps them find resolutions. Every time I volunteer there are always different issues that people need help with.

For example, there are a lot of immigration issues clients need help with. This could vary from helping them fill out a form to contacting immigration on their behalf to find answers to technical questions they may need assistance with in their visa applications. There have also been times where I have helped clients fill out visa applications to other countries who cannot speak English and in this process I have had to create email addresses for them and teach them how to access these services.

Tenancy issues are also an area that I have helped clients with. Specifically around flatmates, bond money or landlord issues. This type of work involves engaging with our clients to properly understand their key issues in order to provide them with the best possible solutions to their issues. After identifying their issues I generally end up helping clients lodge tenancy discrepancies through the tenancy tribunal or disputes tribunal.

I also help a lot of clients with employment issues and the processes they need to take when there have been disputes in the workplace.

Essentially, every day is different. You never know what type of work you will encounter. There is always something new to learn which makes CAB a great place to volunteer at.

What do you enjoy most about volunteering at CAB?

I love engaging with clients and hearing their stories. Sometimes people in the community just want someone to talk to and be heard. Many people I have had the pleasure of talking to feel disconnected with many areas in society and just need someone to treat them with the dignity they deserve. For example, we once had a client who came in very angry and other volunteers felt a bit frightened at the time to deal with this client. I got him to sit down and we spoke about his life experiences and how he had ended up in front of me that day. He was homeless, his benefit had been stopped and he had been banned from the nearest branches of community link in the city. All he wanted was for someone to talk to and he was not being given that opportunity to do so. These situations are important because when you practice law you have to be able to engage with clients from all backgrounds. Here at CAB you get this exposure and it is not something you can learn from a text book or legal text from university.

What was the most challenging part of volunteering at CAB?

The most challenging part I struggle with at CAB is dealing with clients who have been involved in domestic violence issues. I grew up in a family that had intergenerational domestic violence rampant throughout it. When I have helped clients with similar issues it has been hard for me to put aside my personal perspective to help clients. However, since starting my volunteering, with the support of my manager and fellow volunteers, I have begun to understand how my experiences can actually help make a positive impact in helping our clients in the community.

What are the social opportunities like at CAB?

There have been various events in the community that we get invited to go along to and participate in. For example, at the recent ANZ Migrant expo held in June of 2018 we had the opportunity to go along and engage with the community to show people the services that CAB provides. These types of social events come along often and it is an awesome way to socialise with other organisations that have the same focus around helping people.

What makes CAB different from other law practices?

CAB is not a law practice. We are a volunteer run organisation which makes us special because everyone here wants to genuinely help people in our community. When a client comes to us and asks for help we usually help them with every aspect of their query. For example, a client may need legal advice around an issue whilst at the same time they might need help finding accommodation. We will not only try to help them with their legal issue but also try and help them find accommodation. We are concerned about all aspects of helping the client which is completely different from legal practice. We have connections to various organisations that can help our clients with social issues they may need assistance with. Whereas, in legal practice the focus is more concerned with the legal issues pertinent to the client.

What has surprised you about volunteering at CAB?

At CAB we have a lot of clients that we deal with yearly. With client permission we take surveys after assisting our clients that are anonymous which we then we collate. This enables us to look at issues that are going on within our communities throughout the country. If there is an issue that is prominent throughout the country our Wellington branch lobbies the issues to parliament that inflict and entice change. For example, a few years ago when housing issues started being projected in the media we, as an organisation, were able to start that conversation because of our lobbying to parliament. Learning this surprised me because I did not realise how much our work could be used on such a huge scale.

What would be your advice be to students wishing to volunteer with CAB?

Firstly, volunteering for CAB should not just be something nice to put on your CV. You need a genuine passion to help others because this is your time you will be giving up to help the community.

If you want the chance to put what you've learnt in your studies into practice to help others give it a go. There is so much variety with what you can do, I have used knowledge from contract law and torts to help clients at CAB. Papers I disliked a lot at university have actually been very useful in a practical sense to help in the lives of others.

CAB is an awesome place to volunteer. They are super accommodating to your studies and most of all they help you improve and learn all the time.

Don't be shy! Go into your local branch and have a yarn – this will be the best thing you ever do!

Community Law

General Details

Locations: 24 Community Law Centres across New Zealand that also provide outreach services to suburbs and smaller towns through over 140 locations. Find your nearest centre at www.communitylaw.org.nz

Areas of Specialisation: Family, employment, consumer and debt, tenancy, immigration, human rights, some criminal work and law-related education.

Staff: 88 legal staff

Contact: Students interested in opportunities with Community Law should find their local CLC to contact at <http://communitylaw.org.nz/our-law-centres/>

About the Organisation

The 24 Community Law Centres across Aotearoa are independently run as either charitable trusts or incorporated not-for-profit organisations. Each centre has a management committee that plans, governs and promotes its centre. Most Community Law Centres operate with a lot of help from

volunteers such as law students and practising lawyers. With the help of 1500 volunteer lawyers and students, Community Law provides professional legal advice and assistance service up to 55,000 families a year who cannot afford a lawyer.

The Auckland, Waitemata, Mangere and Otara/Manukau Community Law Centres, for example, provide free legal services to members of the Auckland community. Their services are designed to empower people to resolve their legal issues. They mostly do this through drop-in sessions, over the phone with information, advice, assistance and self-help resources, as well as providing education seminars. In some situations, Community Law Centres will provide actual legal representation for a client, but only when the CLC has sufficient resources, and when the issues at hand are sufficiently serious, such as when a person is experiencing loss of income, loss of housing, harm in the home, or a serious social justice issue. Community Law Centres are funded to prioritise people on low incomes.

There are also three specialist Community Law Centres. Auckland Disability Law is the only Community Law Centre in New Zealand that solely provides specialist disability legal advice and services for disabled people and within the disability community. Similarly, YouthLaw is a Community Law Centre for children and young people nationwide that provides free legal services to anyone under 25 who are unable to access legal help elsewhere. Ngai Tahu Māori Law Centre provides advice to Māori on mostly te Tiriti o Waitangi related issues. More details about all of these centres can be found online.

Working at the Organisation

Community Law Centres offer the chance to perform rewarding social justice and human rights work, in a dynamic environment. Community Law work is highly varied, and includes:

- Legal advice, advocacy and representation
- Community legal education
- Law reform and policy work
- Media and communications
- Administration and office support
- The specialist centres areas of practice

Community Law work requires dedication, innovation, resourcefulness, a commitment to excellence, great communication skills and a passion for social justice. The parts of a student's legal education that would be most relevant to working at Community Law would be specialised knowledge in the areas of law of family, employment, consumer and debt, tenancy, immigration, and criminal.

Opportunities for Students

Community Law Centres do offer internship programmes. Please contact your local centre directly to find out about their particular plan. Students interested in voluntary involvement

with Community Law can volunteer at their local centre to gain experience and develop skills as well as give back to the community and ensure meaningful access to justice for vulnerable citizens.

Typical areas for volunteer work include:

- Legal advice and referral
- Legal research, writing and editing
- Legal education
- Law reform and policy work

Students at the University of Auckland interested in involvement with Community Law should consider joining the Equal Justice Project. The Equal Justice Project is a student-led group of volunteers dedicated to improving access to justice of the most vulnerable in society. The five different groups within the EJP undertake work such as volunteering at Community Law Centres, researching for solicitors' pro bono cases, and visiting schools to educate students about their rights and the justice system. The EJP is a great opportunity to put your fledgeling legal skills to use and to effect genuine change within the community.



Volunteer Profile:

Emma Barnes

University of Auckland

Emma was a volunteer at YouthLaw during her third year of university and became a paid law clerk at YouthLaw in the middle of 2018.

What kind of work do volunteers at YouthLaw do?

I like to think of volunteers as the backbone of the phoneline. When a client calls YouthLaw with their legal problem, a volunteer is the first person to talk to them. During this phone call, a volunteer conducts an initial interview and in essence, extracts the material facts from the client. There is an art to this because clients are often emotional and do not know what information to provide you with. Once volunteers are used to talking to clients, they may also communicate advice to clients that has been edited and checked off by a lawyer. I always found this interesting because I got to see how lawyers wrote advice and whether clients had more questions after that. Over time volunteers are then given opportunities to carry out research and draft advice for clients.

What did you enjoy most about volunteering at YouthLaw?

Prior to volunteering at YouthLaw, I found it difficult to see the relevance of what I was studying. Cases were simply words on a page and problem questions seemed like unlikely fact scenarios that I would not find in real life. Put simply, volunteering at YouthLaw made the law come to life for me. And, flowing from this, I developed a new appreciation for the law as I realised that lawyers really can have meaningful jobs that contribute positively to society.

What makes YouthLaw different from other law practices?

What sets YouthLaw apart from other law practices is that it provides law students with hands on legal experience and "client-facing" jobs. On top of this, the lawyers at YouthLaw are personable and because the ratio of law students to lawyers is fairly even, law students can ask the lawyers questions and get to know them.

What would your advice be to students wishing to volunteer with Youth Law?

I would strongly encourage any keen law student to volunteer at YouthLaw, even those who are planning to work in areas of the law that might appear quite different to ours. You will develop skills that are transferable to any form of lawyering and you will learn about an array of legal areas.

New Zealand Animal Law Association (NZALA)

General Details

Locations: Throughout New Zealand.

Membership: NZALA has over 400 lawyer and law student members throughout the country. NZALA's membership spans various practice areas, including lawyers working for large commercial law firms, criminal and civil litigators, in-house counsel, lawyers working for government and the judiciary, and includes a Queen's Counsel. The Association has a number of honorary patrons, including the Honourable Michael Kirby AC CMG Australia.

Contact: Law students interested in joining NZALA and seeking opportunities should visit <http://nzala.org/membership/>

About the Organisation

Founded in 2014, the New Zealand Animal Law Association is a coalition of lawyers working to improve the welfare and lives of animals through the legal system, and to promote and grow the field of animal law within New Zealand.

We work to:

- Promote positive legislative reform of animal law by writing submissions and reports to Select Committees and the National Animal Welfare Advisory Committee;
- Improve public awareness of animal law through public lectures, seminars, and other outreach efforts;
- Facilitate animal law scholarship by publishing articles on animal law;
- Provide free legal assistance to animal protection organisations;
- Assist with and run animal cruelty prosecutions; and
- Promote the field of animal law at New Zealand law schools through community placement programmes.

Opportunities for students

NZALA has a strong student membership and seeks to encourage future members of the legal profession to get involved in promoting animal welfare through the law.

Membership with NZALA provides several benefits including:

- Discounted rates to seminars and conferences
- Access to educational resources
- Members events
- Subscription to the quarterly newsletter

Students can assist NZALA in:

- Legal research, writing and editing (including assisting with submissions to Select Committees and the National Animal Welfare Advisory Committee)
- Assisting with the provision of legal education
- Administrative and IT tasks

Community placements can be done with the NZALA and will involve assisting in research and writing on topics in animal law. The work can be completed around your university commitments on a negotiated basis regarding the number hours per week required. We are happy to hear from anyone interested in assisting in this work.



Volunteer Profile:

Rachel Stedman
Otago

What kind of work have you been involved in at NZALA?

I run the Otago University Branch of NZALA as President. The student group hosts Animal Law Week annually- which involves public lectures by animal law experts.

NZALA (UO) drafts submissions to the executive and Parliament and uses its legal skills to advance the interests of Animals through the law.

What did you enjoy most about volunteering at NZALA?

I enjoy using my passion for animal welfare and my legal skills in a practical and pragmatic way and seeing it have an actual and direct impact on animal welfare law in NZ.

What was the most challenging part of volunteering at NZALA?

Organising events, but it is so rewarding seeing public education and awareness.

What are the social opportunities like at NZALA?

We have Vegan BBQ's and hold movie nights, aside from that, the networking opportunities are priceless. I have met interesting and world-renowned experts through NZALA.

What makes NZALA different from other law practices?

Animal welfare law is a field of law that is small but growing rapidly in New Zealand but still has a long way to go. The Animal Welfare Act 1999 has huge promise for the advancement in the lives of animals in NZ, both commercially and domestically and being a part of a body of lawyers and law students that are passionate about developing this area is hugely rewarding as we bear witness to actual change.

What has surprised you about volunteering at NZALA?

The level of passion, pragmatism and expertise that NZALA has to offer. We all come from different backgrounds but show immense dedication and passion.

What would be your advice be to students wishing to volunteer with NZALA?

To join the University of Otago NZALA branch as a member. There are also opportunities to start branches in other tertiary institutes and to make use of the skills that you have and are developing in law school to advance the field of animal law. All you need is an interest in animal law.



How did you get to where you are today?

At 14 I decided that I wanted to be a human rights lawyer. By the time I enrolled in law school, my interests had broadened to environmental protection and animal rights. Eventually, I developed an interest in advocacy through competitions and I decided that I wanted to focus on dispute resolution after law school as a good way to develop my skillset. Naturally I wanted to learn from the best and I was fortunate enough to get a job at a specialist dispute resolution firm, Gilbert/Walker. This year I'm starting a position as a Junior Barrister at Shortland Chambers. I have also had, and still have, a strong social justice thread in my career. At the end of law school, I founded the NZ Women's Law Journal with my friend Allanah Colley. I also got involved in the 'Me Too' movement through the Journal, and am working on the 'Gender in the Legal Profession Report' project with two friends. Similarly, I have lectured and coached negotiation and mediation, because alternative dispute resolution skills are a critical part of being an effective communicator, advocate, lawyer, person.

My 'dream job' doesn't exist. It is coming into being through exploration and creation. I am a commercial litigator and a change-maker. Each part energises the other, and so is critical to my professional effectiveness. This blend of interests means that I have had to be creative about my career. It is very difficult to be a full-time employee and to do part-time research, teaching and voluntary work (often at the same time). I am not a lover of 'side hustles', or of overworking yourself. Bringing the best version of you to anything means adequate rest, time for yourself, connection with loved ones, and having diverse interests outside of your professional activities. Not everyone has the ability or privilege so early on in a career to be able to stitch together a professional life that works for them. Nevertheless, it is possible to create your 'job' and carve out your place in the world – be strategic, curious and creative; and think expansively. It won't be easy, but it will be worth it.

What career move has been most beneficial?

I took an incredible job in a far-flung place that most people would have considered to be their dream job. It turned out to be a terrible decision, and I re-uprooted after just a few months and moved back to New Zealand. This episode taught me the importance of truly understanding who you are and what matters to you. This may result in a difficult process of letting long-held desires and belief systems go (like money and prestige). The best thing you can do for yourself and for the world is to be honest about who you are, to turn up in the world authentically, and to pursue the things that drive you (and generally without regard to how other people view those things). There will always be people who judge you for not getting a job at XYZ firm, for not going overseas, for not wanting a LL.M. Forget about those people (and definitely don't be one of them)

– they aren't your people. Competition is only helpful when you are competing with your past self. Trust me when I say there is enough room at the top for everyone, because everyone is unique and brings something into the workplace that no one else can offer. Whether you decide to become a lawyer or to do something else, your most important asset is you – if you commit to being honest about who you are, you will have a chance of achieving greatness (however you define greatness).

If you could go back and do it all again is there one thing you would change?

It is difficult to have regrets because you grow from every mistake, and that growth might not have happened had you 'got it right' in the first instance. There are two things that I would say to my past self. The first is to just be myself – I have achieved the greatest professional success when I have been authentic and defined success on my own terms, and have not (yet) been punished for it, even though I have taken positions that are challenging for conservative parts of the profession. The second thing I would say to my past self is to keep a totally open mind about what my career will be – don't get caught up in labels, positions, titles, prestige, comparing yourself – forget all of that and just focus on the substance of what you want to *do*. This will greatly expand your options in terms of the *format* of what you do, and it will energise you, which is critical in terms of crafting a sustainable career.

Parting words

Know yourself; be true to yourself; keep a totally open and curious mind, and be an explorer. And, quite seriously, you cannot talk to enough people about their career experiences – seek out information from as many people and sources as you can and develop the confidence to ask the hard questions.

It is OK to not want to be a lawyer (I have a bunch of great friends who decided not to be after completing a law degree – and they have gone on to do marvelous things like working in television, consulting and teaching). But if you do decide to be a lawyer or work in the law in some form, don't be fooled into thinking that you have to be a certain way in order to be a good lawyer. You will only be a great lawyer if you are authentic. Do not think there is no place for you in the law because you look different, or because you don't like discussing cases after work, or because you have hobbies and a life, or because you think it's probably not great for your mental health to regularly work over 40 hours a week, or because you don't like talking like a judge or a law professor, or because what drives you is challenging and improving the status quo rather than towing the line.

A lecturer once told us in law 100 that the law was always 50 years behind society: it doesn't have to be that way. You can be interested in things like being a cutting-edge and compassionate litigator, diversity and inclusion, the radical restructuring of the legal profession, achieving social justice through law, the role of technology in improving access to legal services, and the importance of alternative dispute resolution and still proudly call yourself a lawyer. You won't see many examples of people like that around you, but don't quit just because you don't 'fit' – be a pioneer instead!

Other Career Opportunities

“Your career is like a garden. It can hold an assortment of life’s energy that yields a bounty for you. You do not need to grow just one thing in your garden. You do not need to do just one thing in your career.”

(Jennifer Ritchie Payette)

Not everyone with an LLB wants to work as a lawyer. There is a plethora of opportunities that open themselves up once you have an LLB. Options include becoming a judge's clerk, politics or working in a trade union. This chapter will explore some of the options available and interview some people who have an LLB but are not working as a lawyer.

General Details

Locations: Auckland and Wellington

Areas of Specialisation: Consulting, Digital, Technology, Security, Strategy and Operations.

Staff: In NZ approx. 150. Globally 459,000.

Contact: [Accenture.co.nz/grads](https://accenture.co.nz/grads), gradtalent@accenture.com

About the Organisation

A career with Accenture New Zealand is a journey unlike any other. Here, you can work with New Zealand's most innovative organisations. It's your all-access pass to an exciting, diverse and inspiring future.

At Accenture, we think big. We're passionate about improving the way the world lives and works, and use groundbreaking new technologies to benefit people around the globe. With our five groups – Strategy, Operations, Digital, Technology and Consulting – we work across more than 40 industries; from mining to manufacturing, infrastructure to IT, and telcos to transportation.

The experience you'll gain here adds up to more than just an amazing career direction – it's your opportunity to make your mark on the world.

Working at the Firm

An incredible company culture is just the beginning. Step inside our fantastic office environment and be welcomed into a diverse workforce where great people are truly valued. Here, you can expand your skills and knowledge through classroom-based courses, online resources and other training opportunities. Flexible working arrangements and volunteering opportunities support you to achieve personal and professional goals.

Our aim is to provide:

- Meaningful work that makes a positive global impact
- A mind-blowing career path in almost any industry
- An inspiring, exciting and diverse work environment
- Training and ongoing development with industry leaders
- Opportunities to travel, work and learn overseas
- Chance to innovate with the latest tools and platforms
- Your own personal career counsellor and buddy

Opportunities for Students

We're looking for graduates just like you! All kinds of degree backgrounds are considered. The most important thing is your genuine passion for consulting and technology. To find out about the latest opportunities, visit the Accenture website accenture.co.nz/grads

- New Zealand citizenship
- Availability to start in 2020
- University degree underway or completed in the last two years
- Great presentation, communication and leadership skills
- Innovative thinking, a can-do attitude and team spirit
- Ability to work analytically in a problem-solving environment
- Flexibility to travel. International adventure awaits!

As part of the recruitment process we will be flying 20 of the best and brightest students from all over New Zealand to attend a one-day assessment centre at Te Papa in Wellington. Throughout the day, our team of experts will guide you as you work in teams to solve real business challenges. You will also have the opportunity to meet and network with graduates from previous years and our leadership team. We want to offer you the chance to experience what it is like working at Accenture. We'll be looking for innovative thinking, a can-do attitude, team spirit and leadership skills.

If you're a top performer, you'll be offered a permanent graduate role with Accenture in Wellington or Auckland.



Graduate Profile:

Luke David
University of Auckland

What kind of work have you been involved in at Accenture?

In my six months on the job I have been involved in a variety of work from a proof of concept for a large system in a prominent bank, to helping implement an HCM system at a government organisation.

What did you enjoy most about working at Accenture?

The global presence. Although the Auckland office is relatively small, there is a strong sense of the size of the company and the opportunities that come with it. Many of my team members fly in from overseas and it is great experiencing different cultures.

What was the most challenging part of working at Accenture?

Understanding complex systems and business processes can be challenging but it is a big part of what makes consulting so interesting!

What are the social opportunities like at Accenture?

We have a bunch of social events during the year including monthly drinks as well as our Christmas party and other team events. There is usually a lot of social events with your project team and client while you are working as well.

What makes Accenture different from other law practices?

Aside from not being a law practice, Accenture differs to other consulting groups due to their strong focus on technology. We are always working on the cutting edge.

What has surprised you about working at Accenture?

The variety of services we offer. If there is a service, technology or system you are interested in, it is highly likely Accenture has done it before. There is also a lot of opportunity to travel. In the short time I have been with Accenture, I have been to Australia twice and am currently working in a project in Wellington three days a week.

What would be your advice be to students wishing to apply to Accenture?

Showcase your adaptability and interest in technology. Enthusiasm and a willingness to learn is a big plus too!

General Details

Locations: Auckland, Hamilton, Rotorua, Wellington, Christchurch, Dunedin, Queenstown.

Contact: Adriana Hitch (Graduate Talent Acquisition Advisor), adhitch@deloitte.co.nz

Website: graduates.deloitte.co.nz

About the Firm

Deloitte is the largest and most diverse professional services firms in NZ with more than 119 partners and a national team in excess of 1400 across eight offices nationwide. It provides Assurance & Advisory, Tax, Consulting, Financial and Risk Advisory services. Deloitte is ranked as the world number one Consulting practice making it a top-tier employer. Our teams work with clients ranging from NZ's largest companies to smaller businesses with an ambition to grow.

Our people and culture make Deloitte a great place to work. The culture is about inclusion, collaboration, high performance and opportunity. Deloitte is also a truly international organisation, with over 260,000 professionals in 150 countries. People have moved overseas for extended periods of time to support a specific client or assignment or to capitalise on opportunities in emerging markets. Therefore, there are countless opportunities to travel with Deloitte.

Starting at Deloitte

Deloitte has a comprehensive induction programme to support those transitioning from university to the professional workplace. Its support network is unmatched; boasting buddies, mentors and counsellors working to support the growth and progression of its people. Deloitte empowers its people to learn by doing. Graduates attend the New Zealand National Graduate induction in Auckland, bringing together Partners and acclaimed speakers from across New Zealand and Australia for a fun-filled, expenses paid three-day conference.

What Service Line should I apply for?

While law students are capable of working in any area of the firm, they are particularly suited to roles in Consulting and Tax.

Consulting is about having the ability to work in a particular mind-set to solve business problems. Your law degree will help you to look at a problem from your client's perspective and to use your knowledge and analytical skills to form a reasonable answer and figure out the way forward.

As a Tax Consultant at Deloitte, you will also be constantly using the skills you have been learning and practising in your law degrees including:

- research and interpretation of the law and coming to reasoned legal conclusions
- solving real legal problems
- challenging the status quo - pushing the law and interpreting the law in ways that are new, and
- shaping the law - Deloitte plays an active role in providing feedback and making submissions in relation to the development and clarification of tax law

Employment Opportunities

Deloitte offers an internship programme for students in their penultimate year of study. The programme is designed to expose students to life at Deloitte, meaning interns do real work with clients. The firm also employs graduate students going into their final year of study. Applications open mid-February for internship positions for 2019/2020 and graduate positions for 2020. Follow their Instagram at [deloitte_nz](#) and Facebook at Deloitte NZ.



Intern Profile:

Jefferina Sigamporia
Auckland University

What kind of work have you been doing at Deloitte?

I do a mix of compliance and consulting work. The compliance work includes preparing tax returns, IRD correspondence and renewal of our services with existing clients. I also do a fair amount of research to find out the various tax implications for clients in different jurisdictions or undertaking new projects.

What has been the most challenging part of working at Deloitte?

My team is quite big, and sometimes it was challenging to manage time efficiently so that you prioritise different tasks given by different team members to account for deadlines and importance.

What have you enjoyed most about working at Deloitte?

I have appreciated how much support is provided by Deloitte. Everyone is always helpful and understanding when you're completing a task. Because of this support and the corporate culture, I have also been able to grow and develop my personal and technical skills. There are so many opportunities available to undertake more responsibility and engage in tasks beyond just work.

How have you found your legal knowledge relevant to your job?

Given tax is heavily statute-based, skills developed throughout law school like reading legislation and being able to conduct legal research have been very useful and important. I am often asked to find out a certain tax consequence for a client. To do this, I need to access legal databases like Westlaw and read up on commentaries and interpretation statements from the IRD. Being taught the best way to search on these databases has been very useful in saving time. I also found taking both Tax and Advanced Tax electives to be very relevant to what I do.

What did you wish you knew before starting Law School / applying for internships?

I feel like law school emphasises the numerous opportunities for clerkships in law firms but not many people know that you can use your law degree in other avenues including tax or investment banks.

How did your law degree prepare you for this role?

Taking the Advanced Tax elective has proved to be extremely relevant to what I do. It formed the basic understanding of corporate tax and the numerous issues that businesses have to deal with. While the paper teaches you the theory side of things, it translates almost exact into the daily work I do. Having taken this paper before I start as a graduate means I will have a good foundation understanding before diving into the more technical aspects of tax law.

What parts of your degree do you use on a daily basis?

Legal research and advanced tax elective is strongly related to most of the work I encounter.

What surprised you about your role?

Given Deloitte is a professional services firm I expected to deal a lot more in numbers and accounts. There is actually a lot of work I do which has its basis in law and research.

General Details**Locations:** Auckland, Wellington, Christchurch**Contact:** gradhelp@nz.ey.com**About the Firm**

EY is a global leader in assurance, tax, transaction and advisory services.

Work at the heart of global business and be part of a team that includes 260,000 people in more than 152 countries. This cross-cultural strength brings together diverse perspectives. It helps provide approaches that EY's high-performing teams use to provide exceptional client service worldwide.

As a global organisation, people are vital to business, industries and economies. Working at EY connects you with global clients and colleagues. It offers you first-hand experience of the big issues shaping the business world, giving you a part to play in helping major businesses make informed decisions and grow in a sustainable way.

Working at the Organisation

EY's culture is built on a simple motto: One part professional, one part personal. It has created an environment that values the whole person and provides the right amount of flexibility so all employees can spend time on the things that truly drive them. With flexible working hours, the technology to work remotely and a holistic culture, EY people are finding the balance they need to succeed.

EY uses industry research to ensure their salaries are at a competitive level for all their people. So, as well as training, development and support you would expect, you can feel confident that you'll be rewarded competitively too.

For law students, opportunities at EY are generally in one of the following teams:

- Assurance: gives companies and their investors confidence that the financial results they report give a true and fair picture of their business.
- Tax: modern tax regulations are highly complex. The tax team helps clients navigate these complexities and manage their tax responsibilities effectively.
- Transaction Advisory Services: helping clients on performance improvement and how to manage risk by putting together the right deals to enhance an organisation's growth, competitiveness and profitability.
- Advisory: working closely with clients to improve the performance of their business and help them manage various types of risk.

Opportunities for Students

There are multiple ways to join EY, depending on your year of study. Students in their first and second year can apply for the Career Compass Programme. The programme is centred around structured learn sessions, designed to give a first hand, birds-eye view of EY.

Students in their penultimate year of study can apply for EY's Summer Internship programme. Interns are part of the team from day one. They are given real client work, attend client meetings and have the opportunity to meet some of the most dynamic business minds in the market. Interns work alongside senior professionals who can provide mentoring and guidance.

EY also employs graduate students, with applications due in the final year of a student's degree.



Tax Clerk Profile:

Zenas Kim
University of Auckland
Consultant

What kind of work have you been involved in at EY?

I work in the Indirect Tax & Global Trade team and am involved in compliance, project, indirect tax and global trade advisory work. The compliance work is regular and can range from assisting clients' with monthly to six-monthly returns. The advisory work can be assisting the team in providing memos and letters of advice after client meetings and phone calls, while the project work involves collaborating between other teams within EY.

What are the social opportunities like at EY?

There is a great variety of social opportunities on offer. Tax graduates can attend the tax conference which provides an introduction to tax and a great opportunity to meet new colleagues from across Oceania. Throughout the year, there are monthly food and drinks with a different theme each month, quarterly outings, monthly tax team morning tea, EY Foundation Quiz night, annual EY ball and Christmas functions. There are other networks such as the Social Club and Toast Masters you can join.

What has surprised you about working at EY?

I was surprised by how highly integrated and interconnected the global network at EY is. Often the work comprises of colleagues who are in other offices around the world, clients who are non-residents in New Zealand and require advice from different parts of the world. It has been interesting to be part of a small advisory project and see the work being realised in large scales such as the restructuring of businesses and selling or buying a business. Team work and collaboration make a difference!

What would be your advice be to students wishing to apply to EY?

My advice is to apply as early as possible. Update your CV, cover letter, take time to double check your application answers and ensure you submit online before the closing date. Come and see the team at events, whether it be a Careers Expo or information session at your University to find out more. Hope to see you there!

General Details

Locations: Auckland, Wellington, Christchurch, Hamilton, Tauranga, Ashburton and Timaru

Areas of Expertise: Professional Services

Contact: Niamh Coleman, niamhcoleman@kpmg.co.nz

About KPMG

KPMG is one of the world's leading global professional services organisations, providing Audit, Tax and Advisory services. We have more than 155,000 outstanding professionals working together to deliver value in 155 countries worldwide.

Our NZ firm has offices in Auckland, Christchurch, Hamilton, Tauranga, Timaru & Wellington. We offer services to thousands of clients, from some of the largest multinationals and best-known brands to public bodies and private individuals.

KPMG is focused on fuelling New Zealand's prosperity. We believe by helping New Zealand's enterprises succeed, the public sector does better and our communities grow, that our country will succeed and prosper.

What makes your firm unique?

We are the only NZ owned and operated Big 4 firm, which makes our ties to the community and pledge to fuel New Zealand's prosperity all the more important for us. Everyone feels like they have a purpose and that they are valued at KPMG.

What do you do well?

We treat our clients and our people the way we want to be treated. We are authentic and we value that in others too. Our largest divisions nationally are Audit, working with some of NZ's largest companies, and our Advisory division which works on strategy, technology and risk New Zealand businesses.

What are your values/mission statement?

We lead by example: At all levels, we act in a way that exemplifies what we expect of each other and our member firms' clients.

We work together: We bring out the best in each other and create strong and successful working relationships.

We respect the individual: We respect people for who they are and for their knowledge, skills and experience as individuals and team members.

We seek the facts and provide insight: By challenging assumptions and pursuing facts, we strengthen our reputation as trusted and objective business advisors.

We are open and honest in our communication: We share information, insight and advice frequently and constructively and manage tough situations with courage and candour.

We are committed to our communities: We act as responsible corporate citizens by broadening our skills, experience and perspectives through work in our communities and protecting the environment.

Above all, we act with integrity: We are constantly striving to uphold the highest professional standards, provide sound advice and rigorously maintain our independence

Has the firm received any accolades/awards/etc.?

We were the first company in NZ to receive the Rainbow Tick. We have also won numerous Brand awards, White Camelia, ATEED and NZAGE accolades.

Who are your major/primary clients?

Corporate and Financial Services clients across NZ.

Working at the Firm?

What is the culture of your company?

The culture of KPMG is one of inclusion and support. We work in neighbourhoods which allows senior and junior staff to work together every day. We also have collaborative and interactive workspaces. The work we do is hard work at times, but it is very rewarding and the calibre of your colleagues allows you to learn from the best and to continually improve.

How many hours of work would the typical graduate receive?

Graduates would work a standard 37.5 hour week, with some fluctuation of this during busy periods for the firm. With that in mind, work-life balance is heavily encouraged for everyone, including graduates and younger staff.

How diverse is your firm and what diversity initiatives are currently in place?

Our National Inclusion and Diversity Council is responsible for providing focus around I&D initiatives in New Zealand. Formed in April 2016, the I&D Council has a set of strategic objectives which explain how we are addressing our priority of reflecting New Zealand, that we will be a diverse, talented and representative firm that thinks and acts for New Zealand.

KPMG is a member of Global Women and a signatory to Champions for Change. This initiative brings a concerted focus to embedding a culture within New Zealand businesses that encourages a measurable step-change towards diverse leadership.

KPMG is a Rainbow Tick certified business. The Rainbow Tick programme is a continual quality improvement programme designed to help an organisation ensure it is a safe and welcoming workplace for employees.

KPMG's national Allies network, pride@kpmg, provides members with opportunities to participate in community programs, broaden professional experiences, and build career-enriching relationships, both within and beyond the firm.

KPMG New Zealand is a signatory to the Women's Empowerment Principles, which offers guidance to business on how to advance gender equality between men and women in the workplace, marketplace and community.

We are also proud to support the Corporate Mother's Network run by Rebecca Armour and Shelley Drylie. This is a forum for women to hear from successful and thought-provoking speakers, providing information and support for members as they balance work and home life.

Does your firm offer any benefits?

We have a social club who run lots of events throughout the year, including our KPMG Ball. On the last Friday of every month we have Partner's Shout, dinner and drinks office wide as the Partnership's way of thanking us for our hard work. We also offer flexible working arrangements, lots of wellbeing discounts and offerings, parental policies and our Employee Assistance Programme.

Opportunities for Students

Clerkships and Grad Roles

Applications will open on Monday 25th February 2019

Clerkships only) November 2019 – September 2020

We recruit across Audit, Advisory, Enterprise, Tax and Lighthouse. You'll be given lots of encouragement and support from day one to visit client sites, and add value and insights where you can. You'll also work across teams on different projects too, getting exposure to different areas of KPMG.

We don't really have ideal candidates at KPMG – we want diversity of thought!

Any GPA requirements – anything 5 or above is considered good, but if it's lower, let us know why and you may still be considered!

We accept all disciplines of degree.



Clerk Profile:

Katerina Hond
University of Auckland

What kind of work have you been involved in at KPMG?

I have been working in the Tax division. In both Tax advisory and the Data and Delivery Excellence teams.

What did you enjoy most about working at KPMG?

Being able to gain a better understanding of KPMG's environment and culture, while gaining practical experience.

What was the most challenging part of working at KPMG?

Keeping up with all the different events and opportunities. There are so many on offer, you just need to narrow it down and put your name down for them.

What are the social opportunities like at KPMG?

Due to the timing of the internship, we come in at a time when there are a lot of end of year events. This gives you an opportunity to meet a lot of people from different areas within the firm.

We are also encouraged to get involved in volunteering and citizenship opportunities. During my time, I got involved in a gift wrapping evening where we wrapped presents for children at low decile schools.

What makes KPMG different from other law practices?

110% the culture. From the very beginning, you are made to feel like you are a part of the KPMG family. There is a strong focus on training us for our future, rather than the bare minimum to get the job done.

What has surprised you about working at KPMG?

I came into this internship with very little corporate/professional experience and the fear that I would feel like a fish out of water. However, I was taken in straight away and made to feel a part of the family.

I thought I would feel intimidated and as if I needed to prove myself 24/7, but this was not the case at all.

What would be your advice be to students wishing to apply to KPMG?

Put your hand up for any and every opportunity made available. There are many and it gives you the chance to learn more about the firm and the people you are working alongside.

Ministry of Justice

The Ministry of Justice offers paid summer internships to join their Policy and Sector Groups at their National Office in Wellington from November to February. The internships give students the opportunity to work with experienced advisors across a variety of projects, and gain insight into working in the public service. They look for students with strong analytical and problem solving skills, and who are able to build strong working relationships. The internships are multi-disciplinary, and the Ministry welcome students from a broad range of backgrounds. They have particular interest in people who have studied:

- Law
- Economics
- Politics or Public Policy
- Māori Studies
- Statistics
- Criminology

Applications open around late August and close late September. You can find more information on vacancies at the Ministry of Justice at: **<https://apply.justice.govt.nz>**

New Zealand Defence Force (NZDF)

General Details

Locations: Wellington, Auckland, Christchurch, Palmerston North, Waiouru

Areas of Expertise: Legal Officer

Contact: Phone: 0800 136 723 | Email: specialists@defencecareers.mil.nz

About NZDF

In order to be a lawyer for the NZDF, you have to undergo officer training. The training differs depending on whether you join the Airforce, Navy or Army. All three services do a 6 week course called Joint Officer Induction Training (JOIC) which occurs in Blenheim. The three services then split into their own training. Training can be challenging at times but is a great way to test your limits and make great friends along the way. Once you complete training, you commission as an officer and are able to begin your role as a lawyer.

The legal team for NZDF is called Defence Legal Services (DLS) and is comprised of 25 lawyers who are based across the country with the headquarters in Wellington. DLS are in house lawyers for NZDF. Given the size of NZDF and the diverse range of activities it is involved in DLS advise on a wide range of legal issues. This includes anything from advising on the Law of the Sea, Rules of Engagement to complaints to the legal implications of operations. Given the variety of work, there is never a dull day. Additionally, as we get posted roughly every three years we are able to constantly develop our skills.

Working for the NZDF

The NZDF culture is highly collegial and is a supportive environment for new lawyers. Given the size of the NZDF, there are also different cultures within each service. For example, the Navy has many slang words which only they use.

A typical graduate can expect to work a 40 hour week. This can occasionally fluctuate if you have work that is time sensitive. However, this is rare for a new graduate, and in general, a work-life balance is actively encouraged. This can be seen in all members of the NZDF including lawyers, being encouraged to do some exercise during the work day in order to stay physically fit.

There is a range of benefits of working for the NZDF. For example, if you are posted to a camp or base then there are gyms and pools that can be used free of charge. In addition, there is a huge range of social clubs and teams that you can join. These are a great way to meet people and exercise at the same time. In terms of education, there are opportunities to go on a range of courses. There is also the potential to undergo further study later on in your career.

NZDF has made a concerted effort to become a more diverse organisation. It has made great strides in this area as seen by it winning the Supreme Award in the 2018 Diversity Awards. Some examples of diversity initiatives it has undertaken are that diversity workshops are incorporated into initial training. Additionally, Op Respect is a comprehensive strategy that is NZDF wide and is designed to eradicate unacceptable and unwanted behaviours from NZDF. In addition, within NZDF there is an organisation called OverWatch which was designed to provide support and advice to minority groups.

Opportunities for Students

The Officer intakes start January and July every year. Aim to apply at least 6 months before the officer intake. Please note places may not be available but this will be discussed on application.



Recruit Profile:

Sophie Ironside
University of Otago

What kind of work have you been involved in at NZDF?

Since I began working for Defence Legal Services (DLS) 6 months ago, I have been in the Operations Law Team. I have enjoyed my time so far in the operations law team as it is internationally focused and has enabled me to be involved in a diverse range of work. For example, I have carried out research on the legal framework for new technologies. Given the rapid speed with which technology is advancing, I have found this to be a dynamic and exciting area. Additionally, I have conducted research on International Humanitarian Law and the Law of the Sea. I have also reviewed International Arrangements between New Zealand and other Countries.

What do you enjoy most about working at NZDF?

The thing I enjoy the most about working for the NZDF is the collegiality of the organisation. Everyone is always friendly and willing to offer a hand if I do not understand something. This makes it a very positive workplace to be a part of and enables me to learn quickly. It also fosters a positive work culture where individuals enjoy their work.

What was the most challenging part of working at NZDF?

The most challenging part I have found is trying to understand the complexity of the wider organisation. I do not have any previous military experience, so the structure of the organisation was unfamiliar. I also found getting used to the many acronyms a bit of a challenge. However, there are always plenty of friendly people to ask questions and I am learning fast!

What are the social opportunities like at NZDF?

One of my favourite things about the NZDF are the vast array of social opportunities. For example, I am based in Wellington and the Wellington Airforce Mess runs monthly events. These are a great chance to meet other people throughout the service.

There are also numerous opportunities for sport within the NZDF. Each service has tournaments for different sports which are a fun experience. There is even the possibility of playing for the NZDF which can involve overseas trips to play against militaries in other countries.

Additionally, on camps and bases, people often eat meals at the mess. These are a great place to socialise and get to know new people.

What makes NZDF different from other law practices?

NZDF is different from other law practices due to the sheer variety of work that we are involved in. As in house lawyers, we are frequently asked to advise on diverse areas of law. This means that I am constantly learning and have gained an understanding of many different areas of law.

In addition, the NZDF offers opportunities to go overseas for training or Exercises. For example, there is a Rules of Engagement course in Sydney that Junior legal officers often attend. In addition, lawyers are often sent on EXERCISE RIMPAC which occurs every two years in Hawaii.

What would be your advice be to students wishing to join NZDF?

For those wishing to join the NZDF I would highly recommend it. My advice for those wishing to join is to start training early for the fitness tests. Also, I recommend spending some time reading the news as awareness of global events will be helpful in the recruitment process.



Profile:

Marie Dyhrberg QC

Could you take us through your journey of how you got to where you are today?

I was brought up in Christchurch and educated by Catholic nuns in an era where education was considered to be a benefit to women because being educated would make them better mothers. Being working class and catholic, I certainly thought my dream of being a defence courtroom lawyer was way out of my reach and never attainable. Those who did go to university were those from wealthy families and already established professional people — doctors, lawyers.

However, I constantly challenged so many more practices growing up — things that did not make sense to me, in terms of religion (such as babies not being baptized through no fault of theirs could never go to heaven-how unjust was that); segregation and apartheid as I got older; banned books, no mixing of races and religion for marriage purposes and so many other injustices.

When I finished school, I saved up to travel to USA. That is where I thought I would stay forever and I just loved the thought of their lifestyle, so open and progressive, wonderful films, plays, music, women much more able and free to pursue careers.

While I was away, I had an older male friend, who told me all the time that I should go to college because I was intelligent. I could not understand that, given I only had a school certificate. However, when I came back for a trip to NZ I thought that maybe Jack was right. So, I started a BA. Then as I was going through, I got so much encouragement from fellow students and tutors to do law that I believed in the end I could become a lawyer. Always defence; always saving someone from the gallows; always changing the world.

As soon as I could get out to Otahuhu I worked first for a firm, then opened up my own practice in 1986. I specialised in criminal work and those days still remain the best in my law career.

Which career move has been most beneficial?

The move to Otahuhu was by far one of the best moves I made. In the days of the 80's and 90's there was so much work in the criminal law area. Most of major crime was in the Otahuhu Court — few lawyers worked there so I had a very full client list. I was an exceptionally hard worker. I require very little sleep and I also had a very lively social life so I felt that things could never be better. There was real tragedy in so many people's lives; joy at the victories against the system; overcoming the odds and achieving acquittals and humane sentences; observing and being so in awe at the resilience of people who were ground down in society, who kept getting up in the morning and making the most of what little they had.

We had to also work together with Police, court staff, colleagues. Without them, the conditions in the court, with few resources, would have seen us gave real difficulty in getting cases through. It taught me to be organised, more conciliatory and reasonable. I had to be more focussed on what the real issues in each case were, and also to become effective as an advocate, including being very quick and thorough in the study of witnesses and how to get the best for my clients from those witnesses.

If you could go back and live your career again, is there anything you would change?

I would not change anything. I was fortunate that few lawyers and, especially women, were interested in criminal law so there was enough work for me to learn my skills along the way. The timing was right for me and I had a lot of support from senior male judges, prosecutors and lawyers.

I also travelled to international conferences when I belonged to the IBA (International Bar Association) and that gave me the opportunity to grapple with major legal issues, that I would not have seen if I dealt only with NZ law. Some of these issues were Guantanamo Bay, Rendition, human trafficking, alternative/indigenous sentencing approaches and many other fascinating legal cases. Also, meeting lawyers from parts of the world where it was a danger to their very lives to practice law, and seeing their courage and commitment was very humbling. For example, women lawyers in Pakistan and Western Sahara.

How has your career changed since you have become a QC?

I feel I am able to speak on issues affecting the criminal legal system and join committees and working groups. This is because being a QC affords you more respect from all quarters. I do a lot of mentoring and “sitting at the table” with government and legal bodies to try and deal with the issues facing the legal profession today, such as advancing technology in the courtroom without the risk of losing the fundamental protections of fair trial and rule of law safeguards.

What would your advice be to someone considering practising as a barrister (as opposed to other legal practices)?

My advice is be prepared to be impoverished for a period of time, be available to barristers to do whatever work you can (even if it is research, organising files, disclosure), make sure you go to court with the barrister every chance you get to observe and to sit up at the bar table. Go to seminars so you extend your network and just keep knocking on doors.

What qualities would you say make a great criminal defence lawyer?

You cannot be a great criminal defence lawyer unless you have great passion about what you are doing. You must be relentless in the pursuit of justice for clients and also for accused people at large, no matter how unpopular your stance might be in the public arena or in the courtroom, no matter what the legal establishment may think of the way you advocate for what is fair and just. You must never, ever give up doing your best to keep the system that makes the words of the fundamental principles of beyond reasonable doubt; innocent until proved guilty; access to justice in terms of resources. All of this, so you can do whatever it takes to give a defendant the best representation you can. It is in your very heart and if it is not there, you will not manage to weather the many storms you face being on “the defence side”.

There will be many times when you feel overwhelmed by not achieving what you think was the right outcome, but you need to be back out there the next day, next week, next month, battling just as hard no matter how many knocks you get (and there will be many).

Could you give any practical advice to a law student entering criminal law?

Do whatever you can to get associated with a Chambers or a criminal defence barrister and make yourself indispensable. No task is too menial — they all go towards developing the whole experience and especially being involved in every facet of a case from start to finish. And never give up. I had the experience of applying for over 60 jobs once and was turned down on all of them.

The rewards of being a criminal defence lawyer are too numerous to even begin to list. I just know every day of my long career I have loved what I was doing — even though some days the burden of the losses and human waste of talent is almost too great to bear. At least I have lived every day. I am doing something I continue to feel enormously passionate about and will never lose that drive to make someone's life better.



Profile:

Simon Jefferson QC

How did you get to where you are today?

I went to school in Auckland and went to Auckland Law School not knowing a single lawyer or, to my knowledge, having ever met one. This was incredibly daunting as it seemed as though everyone else in the class had connections in the law. I chose law simply because it seemed like the only option as I couldn't do maths or science and didn't think I wanted to be a teacher. However, it ended up being a good fit as I was naturally competitive and didn't like to come second. I worked very hard but was just an average student and generally only got C+'s throughout my degree. I didn't fail anything, but I didn't do great either. I might have taken family law but I don't remember it if I did. It would have just fit my timetable. I was pretty under the radar and passed through law school without a trace.

After graduation, I applied for 70 jobs. I got five replies, two interviews and no jobs. I ended up working in probation service which provided me with lots of court exposure. I went overseas to travel and settled into a job in inner London as a social worker in a job that nobody else wanted. After that, I obtained a job as a law clerk in a small London firm. There were three law clerks, two chairs, and one desk in a room which we shared with the photocopier. I was paid a pittance and it was much less than glamorous. I migrated shortly afterwards to a suburban law firm in south-east London which was still not glamorous but a lot more fun. I sat the exam to become a solicitor in England but wasn't ready to settle down so travelled more. Finally, I decided it was time for me to settle down and get a real job as I had met a lady and wanted to finally make use of my law degree. So I moved back to New Zealand after five or six years of being abroad.

When I arrived in New Zealand I was desperate for work. When asked what area of law I would like to work in, I would respond "I don't care, I'll do anything". I was explaining this to a receptionist in the Law Society when someone in the elevator came over to say their employee had just walked out and left them high and dry. He said that they were desperate and would take anyone. So I was hired on the spot. This job was in general-litigation in Otahuhu. I worked there for 6 months experiencing all areas of law. I was eager to learn so took as many files home as I could carry at the end of the day and just read. I would read as much as

I could get my hands on.

In April 1982 I saw a job advert for Shieff Angland. It was a firm I knew nothing about at the time, but it was apparently a much coveted position. They had 70 applications and I got the job. It wasn't until years after I took the position that they told me they had drawn up a short list and had instructed someone to ring from the top of the list to the bottom, offering the job to each of those people. I was not at the top of the list but I was called first by mistake.

They didn't intend for me to get the job, but obviously it worked out well for everyone involved, as I stayed for 25 years and became a partner. I was working in general litigation again including; civil, bankruptcy, criminal and everything else in between. I was in court constantly. Over the years I found myself picking up more family law cases. I might have developed an interest and sought them out, or perhaps the partners, David Abbott and Ian Williams, were sending them my way. Regardless, the more I did, the more came in. I was incredibly privileged to be allowed to feel it out. Shieff Angland allowed me complete freedom to explore this area of law and develop my skills and interests. That's how I got involved in family law and then eventually moved into practising as a barrister in Trinity Chambers in 2006.

What career move has been most beneficial?

It was an accumulation of things. Good fortune, good people, partnership and lucky breaks. As Thomas Jefferson once said; "the harder I practice, the luckier I get". Teamwork has been a major factor and I have been very lucky with the great minds and people who have surrounded me and the support I have had from all quarters. I met my wife in London and she has been a superstar. I was incredibly well supported by her to follow my ambitions (no doubt at some cost to her). We've been married for 40 years. I have also had the same fabulous support staff for the last 19 years. They are invaluable to me.

If you could go back and do it all again is there one thing you would change?

I have no regrets; I haven't got time for that. I might have done

things differently, but I'm grateful for the luck I've had and I'm not sure what I did to deserve it.

How has your career changed since you've become a QC?

Everybody sees you differently. Thursday you're Joe Bloggs and Friday you're Joe Bloggs QC. For me, it feels like nothing has changed, but everyone sees me differently. It is such a huge honour and I still can't believe it. It was not something that I ever aspired to our thought would come my way. I'm still waiting for someone to call me out as an imposter. The work itself also changed significantly. It's much trickier and more intense. Being a QC, asking for help becomes hard. People expect you to have the answers so you can't ring someone and say "what on earth is going on!" It is definitely challenging, but it is a privilege and an honour.

What would your advice be to someone considering practising as a barrister compared other legal practices?

Don't do it if you don't enjoy it, follow your passions. It's a means to an end not an end in itself. If you get a law degree, there are one million different things you can do, of which being an advocate is just one. If advocacy appeals to you, then go for it, but don't just choose it if your reason is that it's glamorous and makes money. The work is hard and stressful so you have to love it. Being a barrister is tough on you as an individual and tough on your family. You need to understand roles and be able to step in and out of them. If you can't step out then you will probably be in the wrong job. Sit around the feet of people who know stuff and listen. Even if they are from different areas of law, or even different fields altogether, you'll be amazed what you will learn. Fresh eyes and fresh perspectives are always valuable.

What qualities would you say make a good family lawyer?

Firstly, you need a sense of humour. Secondly, you hear so much about people's personal lives, that you need to be non-judgmental. Tell me your problem, I'll translate it into legal issues and find a solution. Thirdly, you need the ability to remain objective. It sounds basic, but it is absolutely critical. You need

the ability to be able to disengage, otherwise, you will drive yourself nuts. You have to draw a line in the sand between work and your personal life.

If you could give a practical piece of advice to a law student entering family law?

Do what interest you. I am not a fan of the carefully plotted career. You'll be better at things that interest you and it will fall into place. Secondly, have hobbies outside of work that you enjoy. As an employer, I am much more interested in the rest of the CV including your hobbies, other skills, and travel. That might not be what the big firms want, but to me, personality really matters. Finally, try and stay grounded. Let the people around you keep you grounded.

Is there anything you wish you could tell yourself about your career?

I have been blessed to be surrounded by excellent people throughout my career. They have allowed me to never stop learning. Also, it's not about the grades. Getting the degree shows that you can apply yourself, have a level of intellectual ability, and that's it. What you do with it is over to you.

Judges Clerk

Profile:

Daniel McGivern

For whom do you clerk and which court?

I work in the Auckland High Court, where I have worked for Justice Edwards (this year) and Justice Katz (in 2017). Throughout this time I have also been the clerk to the Rules Committee, which oversees the procedural rules of court.

What is your role as Judges' clerk?

Judges are busy people. A clerk's role is to ease the burdens faced by their assigned Judge by providing research and analysis on cases that come before the Judge. Although all Judges use their clerks differently, the following are common types of work given to judges' clerks:

- **Pre-hearing memoranda:** Clerks will often be asked to prepare a memorandum on a case, prior to the hearing, identifying the key issues and briefly analysing any points of law that the case is likely to raise.
- **Research memoranda:** After the substantive hearing a Judge may ask his or her clerk to conduct some more extensive research on a tricky legal issue that has been thrown up by a case, and to deliver that research by way of a memorandum for the Judge to read and think about.
- **Discussion:** I often find myself discussing legal issues with my Judge in person. The benefits are obvious. New ideas are bounced around, contrasting viewpoints are offered, and legal propositions are critically examined through constructive dialogue.
- **Reviewing judgments:** Clerks are frequently asked to provide comments on draft judgments. As well, clerks are responsible for proofreading the final judgment to make sure that the facts are accurately recorded, that the points made by the Judge are clearly articulated, and that there are no grammatical or spelling issues that have trickled through.

What qualities would you say are necessary for the position?

This sounds cliché, but you really do need to love (or at the least, like very much) the law. The job is highly academic. There is no client interaction. This is probably the most "pure-law" job you could get coming out of law school.

In terms of competencies, the following are key:

- **Good writing:** Most of us can think well, but that means little if we cannot articulate our thoughts into a way that is helpful for readers. This is crucial as a judges' clerk as everything you write is for a Judge.
- **Good research:** Often my Judge will ask me a legal question to research and my first thought is, "I have never read about that in my life." You do not have to know everything in this job. However, it is important to know what questions to ask and, roughly, where you should be looking for answers.
- **Good academics:** You don't need straight A's, but academic performance is highly regarded when you apply. As well, a good grasp of the core law subjects will make life easier as so many novel issues can be analysed through the lens of traditional legal concepts.
- **Attention to detail:** Many cases we deal are complex either legally or factually (or both). A lot of careful work goes into making sure that the law is clearly and accurately expressed, that the facts are accurately recited and that nothing material has been overlooked.
- **Critical thinking:** Many of the issues we deal with go beyond merely identifying a legal rule. Often we have to think about why a rule should apply in a particular case, the interest the rule is designed to protect, and how the rule might interact with the facts of a case and with other legal issues.

What sort of social opportunities are there as a Judge's clerk?

There isn't the funds available to match the perks offered by law firms. But that doesn't mean the job doesn't provide social opportunities. We clerks work together in the same room, so there is plenty of workplace chat. We usually have Friday night drinks together, and join the Judges for drinks every couple of months or so. Also, we participate in an annual judges' clerks conference in Wellington where we get to meet the clerks from the other senior courts.

What do you wish you knew about the position before applying and what advice would you give students wishing to apply?

I think many people feel intimidated by the position when they apply (or at least I did). When I applied I didn't know any clerks personally, nor about how the courts actually worked other than what I'd learned in my law school papers. I wish I'd realised the position is not nearly as intimidating as it first appears. The Judges are incredibly personable, and the two-year rotation means when you start there will be senior clerks there to help you find your feet.

As for advice, have a think about what it is that attracts you to the law. What aspects and areas of the law interest you? What do you perceive the function of law to be? If you can work out what it is that makes you genuinely passionate about the idea of working in the courts, you'll be well-equipped to present yourself as a nuanced and valuable candidate for the role.

What is the most difficult aspect of being a Judges' clerk?

Writing footnotes... just kidding! One of the difficult aspects I have dealt with is staying focused on the task at hand in the face of what can sometimes be an overwhelming collection of information. On a big case, we will deal with bundles and bundles of evidence. Much of it will not be directly relevant to the issue you are dealing with. Accompanying those bundles will be submissions from the parties. On top of that you need to research the law and prepare memoranda on various issues. Sometimes it's easy to feel overwhelmed by all the information you have to process to deal with a case. It's important to stay organised and find your own method for compartmentalising your thoughts and ideas.

What's the most enjoyable part of being a Judges' clerk?

Definitely the variety of work. We do everything at the High Court: criminal trials; sentencings; judicial review; trust disputes; company disputes; evidence (lots of it); defamation and more. You're never bored as a judges' clerk. You are constantly grappling with issues you haven't previously encountered. It's particularly exciting talking to a Judge about a novel legal issue, and it's incredibly rewarding to see how the Judge approaches the issue.

Where to after being a Judges' clerk? Do you think this role has set you up well for your future endeavours?

I am off to a large commercial law firm next year. Clerking opens many doors. Clerks often go to large law firms, boutique litigation firms, barristers' chambers, criminal positions (both prosecution and defence), and some head into different roles like management consulting. Clerking is a well-respected activity in the recruitment sphere. You learn quickly in the job what good advocacy looks like from a Judge's perspective. The experience you gain as a clerk is valuable because you're exposed to so much. Looking back, it has been a great experience and start to my legal career.

Technology Industry

Profile:

Sasha Judd

Introducing the Technology Sector

Written by Jodie Llewellyn with the wisdom of Sasha Judd

From my experience, the technology industry is something that exists whimsically in a lot of law students' minds. Sasha Judd, the Managing Director of Hoku Group, provided some pearls of wisdom on entering the technology industry with legal training.

Sacha studied law in Auckland and fresh out of Law School, began her career at Buddle Findlay. After spending three years there, she moved to Linklaters. That move saw her spend time in London, Hong Kong and Singapore. Three years later and with the experiences of working in a fast paced legal environment, Sacha completed her masters in Corporate Finance Law at the London School of Economics. Following this move, New Zealand welcomed Sacha back, and she re-joined Buddle Findlay in 2004. She was promoted to the partnership and stayed with Buddle Findlay for another eight years.

The last five years of Sacha's legal career prior to her change in direction saw her working more closely with early-stage and high-growth technology companies. She explained that a lot of this came from personal interest and she saw a gap for legal services in technology startups. In her view, startups generally didn't prioritise spending money on lawyers or went to lawyers that did not fully understand the unique interests of a technology start up. She led an extremely successful practice, engaging with over 100 New Zealand technology companies. She said she was drawn to the passion and creativity that shone through in this sector. Unlike some areas of law, Sacha saw a lot of positive work and the kind of growth that you see with innovative companies.

In 2015, Sacha changed career direction and ventured into the technology sector. Having gained a wealth of legal expertise, Sacha joined Hoku Group. Hoku Group is a family office that focuses on early stage investment in technology companies. In this role, Sacha has been a lot more involved with the commercial side of technology businesses, than the legal side. The process of expansion and investment is an engaging part of her day to day.

Sacha said that her legal training was extremely useful. Businesses in this sector are often built by people who have strong technological skills but may not have the same strengths in the business and legal areas. Assessment of risk and the foresight to predict what may cause problems for a startup are where legal training can provide real value. For example, intellectual property is a field where risk can be mitigated and legal minds can work with young companies to help set up arrangements early on so that they are well placed to grow into

mature businesses.

I asked Sacha for her advice to students on entering the technology industry. She said that as of 2019, the New Zealand technology sector is rapidly maturing and there is the presence of larger high-growth companies who can benefit from bright legal minds. The struggles for lawyers in entering the technology industry can be put down to it being unusual for startups to be engaging with lawyers when they are focusing on technical and sales skills. Now, Sacha said, larger technology companies like Xero and TradeMe create a launch pad for young law graduates to get involved in technology. There's exciting news too. The positions aren't restricted to being in-house and opportunities exist in strategy, commercial and operational roles.

Another trend Sacha has observed is law graduates starting their own businesses. Many law graduates have sharp commercial acumen. Some of the strengths that legal minds can bring to the technology industry (as described above) make law graduates strongly positioned to step out and exercise their entrepreneurial streaks.

Finally, I asked Sacha for what qualities have been crucial in her successful career. She said law teaches you how to come up with solutions for clients in order to bring about a particular outcome. These problem solving skills, alongside critical thinking, research and decision making skills have allowed Sacha to advance her career in the way she did. Sacha emphasised how transferable these skills are to a career in technology.

Sacha's colleagues thought she was crazy when she dove head first into the technology sector. Her impressive career progression since speaks for itself and serves as encouragement for us law students who are at the very start of our journeys.

Industry Bodies

ADLS - Connecting New Zealand Lawyers

General Details

Locations: Auckland

About: ADLS is an independent membership organisation representing the New Zealand legal profession. It is renowned for its programmes that foster collegiality, thought leadership and professional development, for the advancement of the legal profession.

Contact: Meenal Dalmia (Marketing Manager) meenal.dalmia@adls.org.nz

About ADLS

ADLS is the largest voluntary membership organisation for legal professionals in New Zealand. With a proud history spanning over 135 years, we are supported by a membership of almost 5,000.

ADLS operates 16 legal committees, delivers a highly regarded CPD programme, produces and maintains over 150 widely used legal forms, operates a successful online WebForms portal, as well as an inspired calendar of collegiality events to connect the profession. In addition, we produce a weekly hard copy legal publication *LawNews*, distributed to about 5,500 subscribers, and a weekly e-bulletin subscribed to by almost 10,000 legal professionals.

ADLS is committed to supporting legal professionals and future law graduates throughout the early stages of their careers by offering professional development and collegial opportunities on a range of programmes and initiatives.

Partnering through the Equal Justice Project

ADLS has a partnership with the University of Auckland Law School's Equal Justice Project or EJP, which is a student-run, pro bono initiative empowering communities to seek equal access to justice through education, service, and advocacy.

A memorandum of understanding (MOU) was signed between ADLS and EJP in May 2015, with the most significant arrangement of the partnership being the attachment of two "bright and brilliant" EJP representatives to each of ADLS' legal Committees. The students sit in on the Committees' regular meetings and participate in their work, such as researching key legal issues to inform submissions.

The idea behind this is two-fold – ADLS benefits from the students' energy and fresh thought processes, while the students get the chance to understand and learn from those with invaluable knowledge and experience.

Over the years, the partnership has proven to be an unqualified and mutually beneficial success, and ADLS is in the process of identifying some significant projects with which the students will be involved in the coming years.

Building Connections

Building connections between the profession, academia and law students is an essential focus for us. Continuing our long tradition of supporting law students by providing opportunities for career growth and networking, ADLS, in partnerships with five New Zealand Law Students' Societies, runs programmes designed to assist future law graduates with their entry into the profession.

Newly Suited Lawyer & Student Buddy Programme

Under this initiative, ADLS invites Newly Suited lawyers with up to 5 years of Post Qualification Experience (PQE), to consider becoming a mentor to a senior law student. The purpose is to help the student develop a relationship with a contact in the profession, who could provide valuable support and guidance. A simple catch-up over coffee can prove significant as students face critical choices that may influence the rest of their legal career. Mentoring evenings are held in Auckland, Waikato and Christchurch every year.

Work Experience Programme for Law Students

ADLS runs a Work Experience programme, which promotes part-time paid and volunteer opportunities available within law firms in Auckland, Waikato, Wellington and Canterbury, to senior law students. Firms can post these opportunities free of charge on the ADLS website throughout the year. The aim is to help the students get a taste of practical experience at this crucial stage in their learning, enabling them to make important decisions around specialisation. The programme, which is now in its fifth year of running, has helped many law students to break the cycle of 'needing work experience to get work experience to have work experience'.

Appreciating Excellence through the ADLS Top Law Undergraduate Award

Each year at the University of Auckland Law School's Law Student Awards, the highest honour of the evening – the ADLS prize for the top law undergraduate – is awarded to the most academically outstanding member of the year's graduating class. In 2018, this ADLS award went to Bridget McLay, who graduated from Auckland Law School in April 2018.

ADLS warmly congratulates Bridget on this fantastic achievement.

To find out more about the various ADLS initiatives for law students, visit adls.org.nz or email Meenal Dalmia at meenal.dalmia@adls.org.nz.

TupuToa (Māori and Pacific)

TupuToa is an innovative internship programme creating pathways for Māori and Pasifika students into careers in the corporate and professional sectors.

Their Vision

Strong and resilient Māori and Pasifika business leaders growing a better Aotearoa/New Zealand.

We aspire for our nation to have a nimble, strengths-based economy which meets the needs of culturally and ethnically diverse markets, both here and overseas. It will comprise a super city underpinned by strong regions and a dynamic Māori economy, powered by a new generation of leaders who are culturally intelligent, innovative, creative and internationally connected.

Their Culture

We aspire for our nation to have a nimble, strengths-based economy which meets the needs of culturally and ethnically diverse markets, both here and overseas.

Their values

- Manaaki tauira
Student centric
Our students are at the core of our programme.
- Kia ū ki te tikanga-ā-iwi
Culturally driven
We are driven and guided by the Māori and Pasifika communities we serve.
- Mahi ngātahi
Collaborative
We work in partnership with businesses, tertiary institutions and Māori and Pasifika communities, as well as building wider strategic alliances.
- Kia mana ai ki ngā mahi
Respectful
We are an honest and purpose-led organisation with integrity.

The Need

TupuToa's research shows that only 17% of New Zealand's top 60 firms have an executive who identifies as other than European/Pākehā.

Although Māori and Pasifika comprise around 22% of the general population (a figure which is projected to rise to 30% by 2033), they are conspicuous by their absence from the leadership of corporate New Zealand.

No NZX listed company has a Māori or Pasifika CEO. This lopsided demographic creates a knowledge gap, deprives businesses of the well-established benefits of diversity, and inhibits business growth. Our future economic and social prosperity requires the development of a new generation of Māori and Pasifika business leaders who are able to recognize and seize opportunities in increasingly diverse markets, both nationally and internationally.

The Barriers

- Tertiary performance

The number of Māori and Pasifika students completing tertiary studies compares unfavourably with other student groups. Prospective employers struggle to find Māori and Pasifika students whose grades enable them to compete for graduate placements.

- Entering the corporate world

Māori & Pasifika students are hampered by a lack of connection and understanding of the corporate sector, while prospective employers may struggle with limited cultural understanding and unconscious bias.

- Succeeding in the corporate world

Needing to find an inclusive culture that values diversity and allows them to work with cultural integrity, young Māori and Pasifika all too often encounter the opposite. Employers wonder why their efforts to attract and retain Māori and Pasifika staff are chronically unsuccessful.

The Benefits

Tupu Toa is an innovative investment partnership between partner organisations, interns, tertiary institutions, whānau and Māori and Pasifika communities. It is facilitating a future corporate landscape that will embrace:

- Māori Communities
Grow talent from within to build business and community growth and increase the prosperity of the Māori community overall.
- Pasifika Communities
Achieve greater equality of outcomes for Pacific people and build social and economic prosperity.
- Interns
Achieve full career and community leadership potential consistent with their identity and values.
- Corporates
Increased access to diversity of talent and experience, deeper insights into an evolving marketplace and closer connection to Māori and Pasifika communities.

Diverse teams outperform non-diverse teams by 35% and diversity is crucial to fostering innovation in the future world of work. By 2020 TupuToa will be providing support annually to almost 300 Māori and Pasifika interns and 300 emerging leaders, achieving a significant increase in the number of Māori and Pasifika graduates hired, retained and developed in their employment.

Contact Us

604 Great South Road, Greenlane, Auckland NZ
info@tuputoa.org.nz
www.tuputoa.org.nz

Alternative Dispute Resolution (ADR)

Alternative dispute resolution is now a core part of legal practice. Most lawyers will be involved in ADR, whether it be providing advice on the range of ways to address a dispute, including dispute resolution clauses in contracts, representing parties in mediation, or assisting parties to negotiate to resolve a dispute.

Some students will be interested in focusing on alternative dispute resolution and developing the skills to be an independent facilitator; assisting people to resolve their disputes early and out of court.

Alternative dispute resolution encompasses a variety of approaches including mediation, arbitration, adjudication, conciliation, conflict management coaching and restorative justice. In New Zealand, mediation is the most common and is used in employment, family, commercial and a wide range of other disputes. New Zealand is also seeing an increase in the use of mediation-type approaches (sometimes called conciliation or early resolution) being used in complaint schemes.

www.resolution.institute

Resolution Institute is a professional membership organisation for dispute resolvers, with around 4,000 members across New Zealand and Australia. In New Zealand our members are mainly mediators who work in a wide variety of fields including commercial mediation, conflict coaching, employment and family mediation, restorative justice and complaint mediation or conciliation.

About Resolution Institute

Resolution Institute (formerly known as LEADR) has been training and accrediting New Zealand mediators for almost 30 years. Our five-day mediation training is highly regarded and Resolution Institute mediation accreditation is widely recognised.

With its trans-Tasman and international links, Resolution Institute is also an accreditation body for the Australian National Mediator Accreditation System (NMAS) and is a qualifying assessment programme for International Mediation Institute (IMI) certification. Resolution Institute is an approved dispute resolution organisation for accreditation of FDR Providers (family mediators) in New Zealand and Resolution Institute also has a contract with the Ministry of Justice for training and accreditation of restorative justice facilitators.

Resolution Institute offers a variety of services, including:

- Mediation training and accreditation
- Restorative Justice training and accreditation
- Professional development opportunities for dispute resolution practitioners including networking events and presentations and other workshops
- An ongoing programme of webinars covering a wide variety of topics related to dispute resolution
- An annual dispute resolution conference
- Referral and appointment of dispute resolvers on request or under contract terms
- Member services such as online resources, regular news updates, discounted professional indemnity and public liability insurance and complaints handling
- Representing member views and promoting use of ADR

Get involved with Resolution Institute

Resolution Institute offers full time students free student membership with quick and easy online registration. Graduates can become associate or professional members.

Membership provides access to networking meetings, resources, member rates at training events and regular information on what is happening in the world of dispute resolution.

We also welcome students and members volunteering to participate in mediation role plays for accreditation assessments or training workshops. Role playing in a mediation scenario is a great way to develop understanding of the mediation process.

The Resolution Institute 5 Day Mediation Workshop is an inspiring and practical workshop covering the theory and skills of mediation. This is invaluable for those considering mediation as part of their practice and also for others who are likely to be representing parties in mediation.

Resolution Institute supports students through offering scholarship places on the 5 Day Mediation Workshop, as well as scholarship and discounted places at our annual conference.

A career in ADR

Mediators and people involved in other areas of dispute resolution can be in private practice or in employed roles, and often combine dispute resolution work with other work such as other legal work or consulting.

If you're interested in ADR make sure you include papers in mediation, negotiation or ADR in your study. Take opportunities to get involved in mediation competitions.

Graduates with an interest in dispute resolution can look out for roles in law firms with experienced mediators or arbitrators who can provide opportunities for exposure to this work.

If you're interested in working in ADR when you graduate consider gaining some experience through complaint roles, many of which increasingly focus on early resolution. Mediation or conciliation roles in consumer complaint schemes provide an opportunity to gain experience and develop skills.

Another way to gain skills is to get involved in restorative justice facilitation. The Ministry of Justice contracts provider groups around the country. Facilitators often work on a casual basis and take on facilitation work in addition to full time employment. Facilitators are provided with training and can gain accreditation, providing an opportunity to develop skills broadly applicable in ADR.

Potential employers to profile:

- Human Rights Commission
- MBIE Mediation Services
- FairWay Resolution
- Utilities Disputes
- Office of the Privacy Commissioner
- Disputes Tribunal

General Details

Locations: Wellington

Areas of Expertise: Dispute Resolution

Members: 1,000+

Contact: 04 4999 384 or institute@aminz.org.nz

About AMINZ

AMINZ is the leading body in New Zealand for people working in dispute resolution.

What our members do

Our members include arbitrators, mediators, adjudicators, conciliators, facilitators, investigators and expert witnesses from the private and public sectors. They work on domestic and international disputes. The disputes our members deal with range from non-monetary disputes to disputes worth billions of dollars. Our members are involved in a wide range of areas - commercial, rural, family, neighbourhood, maritime, sports, employment, environmental, Māori, environmental and more.

Public policy

AMINZ is the leading proponent in New Zealand for explaining and advocating dispute resolution.

We work with government, business and community groups on policy to examine the likely impact of proposed changes and options for the use of best practice dispute resolution.

AMINZ is the voice of dispute resolution in the media.

Appointing dispute resolution professionals

AMINZ operates various lists of dispute resolution professionals. Some of the lists are formed under agreement with organisations like Federated Farmers, others by Statute, like the Family Dispute Resolution List. The lists give the public confidence to select an appropriate person.

AMINZ makes appointments of dispute resolution professionals from its lists.

Training and development

AMINZ is a major coordinator of dispute resolution education in New Zealand.

It offers a full educational programme. It presents New Zealand's most highly anticipated and comprehensive conference annually. It also has "off the shelf" products and bespoke educational offerings for those wanting in-house training.

Professional standards

All AMINZ members are subject to a Code of Ethics and professional standards, requiring them at all times to act with integrity and in a manner that inspires confidence, respect and trust.

AMINZ has a programme of continuing professional development that members on our lists must comply with.

Our professional qualifications are recognised internationally.

Worldwide network

AMINZ draws on an extensive international network for the benefit of its membership.

AMINZ and the Chartered Institute of Arbitrators (CI Arb) have a reciprocal agreement, which means you can apply to hold the same membership level with both organisations.

Being a member of AMINZ

AMINZ: Growing opportunities for members

AMINZ is the leading body in New Zealand for people working in dispute resolution. Membership provides you with many benefits.

Professional benefits:

- Recognition of your experience and qualifications
- Associate and Fellows can use AAMINZ and FAMINZ, respectively, after their names
- Branding through association with the pre-eminent dispute resolution organisation in New Zealand
- Membership of specialist panels and lists from which referrals to resolve disputes are made
- Listings on the AMINZ website
- Networking and the sharing of knowledge and experience between members
- Opportunities to develop and maintain knowledge and experience in dispute resolution
- Access to information, seminar papers, periodicals and other publications on dispute resolution
- Member-only access to information
- Member discounts to attend AMINZ events
- Keeping up to date through regular newsletters and advisories
- International opportunities including reciprocal rights of membership with the Chartered Institute of Arbitrators, CI Arb for all AMINZ Associates and Fellows.

Commercial benefits:

- Use of the AMINZ Stakeholder account
- Professional Indemnity Insurance
- Koru Club Membership at corporate rates
- Legal Publications - discounts on many dispute resolution books
- Marketing opportunities

Opportunities for Students

Full-time student = FREE membership!

Student membership provides the following benefits:

- Networking opportunities with experienced, working professionals in dispute resolution.
- Access to the database of information held in the members' only part of the AMINZ website.
- Member only discounted rates to all AMINZ events including training, networking events and the annual conference.
- Regular emails and notices to keep you updated on matters of interest to dispute resolution professionals.
- Monthly newsletters.
- Commercial benefits including discounts on relevant texts, corporate Koru Club membership and discounted professional indemnity insurance.

AUT – AMINZ Young Arbitration Group

AMINZ and AUT Law School have joined forces to provide a young arbitration group in New Zealand.

Arbitration is growing globally and support to nurture young practitioners is key to career development in this area.

If you are a young arbitration practitioner, please be sure to join AMINZ-AUT Young Arbitration Group on Facebook. Let other practitioners know about it, too.

International Law

Pursuing a Career in International Law

Written by Yvonne Rothwell in conjunction with Treasa Dunworth

This piece was written with the help of Treasa Dunworth drawing from the success stories of law graduates from around New Zealand. You will see that it doesn't offer a "recipe" for success. That is because the most important thing to remember in this area of legal practice, is that there is no single "right" way to plan your career. While that can be difficult because it lacks certainty, it has the advantage of offering lots of routes to your ultimate goal. Key advice is to do your best in whatever you are doing at a particular time, if you are able to, work in an area that genuinely interests you, and most of all, don't be disheartened if and when you get knocked back. It's part of the journey.

Law School

You do not need exceptional grades in order to succeed in international law. Although great grades will be an excellent starting point, don't be disheartened if you aren't a straight A student. If you are reasonably consistent with your results, can show that you are able to bring solid legal analysis skills to the table, and can demonstrate that you are a hard worker, you have got what it takes to succeed in international law.

One of the most beneficial things you can do at law school is to develop a variety of skill-sets. Choose a range of papers that assess your understanding in different ways. Develop your report writing, essay writing, negotiation, mediation, advocacy etc. It is important to build up your functional knowledge by taking core papers that lay a good foundation. But after that, take things you are genuinely interested in and take a variety of papers with a variety of assessments.

Unpaid internships

In short, if you can afford to do an unpaid internship, do it. Even if you are offered one that isn't in your chosen area, it is still worth doing it as they are an excellent starting point for a career in international law. Keep an eye out for scholarships offered for internships as this can be a huge help. However, remain realistic that these are difficult to come by.

If you do go down that path, be mindful of the opportunity cost. Ask yourself, is that particular internship providing you with enough genuine experience in the field, or would you be better taking that time and focussing on your grades, or working a paid role somewhere else?

Post-Graduate Studies

Post-graduate studies are not absolutely vital to pursue a career in international law, but they are recommended and may help to progress your career. Look out for job opportunities that assist in you obtaining additional qualifications. For example, government ministries or firms may offer leave from work or even financial support to help you gain your LLM once you have been working and gaining practical experience for a few years.

Look at universities all across the world for your LLM, don't feel limited to stay in New Zealand. There are fantastic opportunities available internationally that may provide you with unique opportunities.

First job out of university

Apply everywhere! It really does not matter where you start. It is a great foundation to spend a few years working to develop industry knowledge and different skill-sets. Government ministries are a fantastic place to start, but such jobs may be hard to come by straight out of university. It might be more realistic to strive for that later down the track. In saying that, keep applying as it shows tenacity and determination and that is something they value.

As with unpaid internships, if you can get a role in any ministry, take it! It will be a great experience no matter where you end up. Also, you once you are more experienced in government work, it can be easier to move to your ministry of preference.

NZ v Overseas

It is often said that there are more opportunities in international law overseas than there are in New Zealand. Of course, that is true. However, there are increasing opportunities here at home for jobs and careers that have a global reach. These opportunities, although smaller, may allow you to make substantive contributions and truly make a difference. Don't overlook the excellent opportunities available in New Zealand, particularly when you are starting out.

Pursuing a role in the United Nations or other international organisation

There are jobs available in the United Nations and in other international organisations at all different levels. In that sense, it is not like other careers where you need to start at the bottom and work your way up. If you don't get in the first try, don't be disheartened, go get some experience somewhere else and apply again. All international organisations are keen to employ people with diverse cultural backgrounds, and different experience, so make sure to represent your background well in your application. Those who can speak another language in addition to English are especially valued – so be sure to put that in your application if it applies.

Conclusion

You have no idea what your life will be like in 20 years, so try not to worry so much about having a detailed career plan. It's great to have aspirations and hopes and dreams, but if you adhere too rigidly to a plan, you might let other opportunities slip through your fingers and not even notice! In short, the best advice is: work hard, stay informed of current events and develop your opinions on the global issues of the day; be open to all sorts of opportunities, and throw your hat in the ring every time.

Ministry of Foreign Affairs and Trade



Profile:

Arun Jain

Where do you work?

At the Ministry of Foreign Affairs and Trade (MFAT) in Wellington. I've been at MFAT since May 2017 after a few years in private practice in Auckland.

What is your role?

I'm a foreign policy officer in the Trade Negotiations Division. We have responsibility for negotiating New Zealand's free trade agreements (FTAs), and our engagement with the World Trade Organisation. I am coordinator with central oversight on the upgrade negotiations for our FTA with China, and our FTA aspirations with the UK after Brexit. It's a busy time right now in New Zealand trade negotiations, and the wider team is currently negotiating FTAs with the European Union, the Pacific Alliance, and many others.

What qualities are necessary for the position?

MFAT roles are extremely varied, and on top of that they are rotational. So you might be working in trade negotiations one year, and the next you could be working on climate change, international law, Korea, nuclear disarmament or anything in between. There are also travel opportunities galore, including eventually as a posted diplomat in one of our embassies or high commissions overseas. So I would say that the key skills for anyone looking to work at MFAT are resilience and adaptability. Law graduates have a natural edge in this regard, as our diverse training at law school gives us a highly transferrable skillset.

Have you had experience working in a law firm? If so, how would you say that experience differs from what you do?

I worked in the litigation team at MinterEllisonRuddWatts from 2014 to the start of 2017. I was a general commercial litigation solicitor and became heavily involved in intellectual property disputes in my second and third years, which was a highlight. It was a great environment to gain practical workplace experience, and to learn about analysis, professionalism and service. I also think working in the private sector has given me perspective of how a business works, which has been invaluable in the public sector.

In some ways my current role is similar to working in a firm. There are intense periods of preparation leading up to a trade negotiation, just like there are before trials and hearings. I prepare briefings and submissions, but for Ministers now rather than for Court. And I still have professional obligations to subordinate my own interests to those of my clients, except now the "client" is the government and people of New Zealand. To be able to say that every day when you go to work is extremely humbling.

What sort of social opportunities are there?

Government jobs attract bright, interesting people from all over New Zealand. MFAT is full of people from a huge range of professional and academic backgrounds. As an added advantage people you meet end up all over the world, which means you develop a truly international network of friends. Although functions and parties don't have the same generous budgets as in firms, the unique travel opportunities make for some pretty memorable adventures. Wellington is also a great place to make friends and socialise – there are amazing bars, restaurants and outdoor activities all over the city.

What advice would you give to students wishing to apply?

I would encourage anyone at law school to consider a career in the wider public sector, not just at MFAT. The work that ministries do is stimulating and varied in ways I am still learning, and your efforts are applied towards matters in the interest of all New Zealanders. Although I got a lot out of starting in a law firm it's important to recognise that it's not for everyone, nor should it be.

There are no particular courses you need to take to work at MFAT or in the wider public sector. The most important thing is that you follow what you are passionate about because chances are it will lead you to a role that's well suited to your interests. That said, a demonstrated interest in international law is an asset to any career in foreign affairs, and any charity/NGO experience that demonstrates a commitment to service is also well regarded.

What do you wish you had known about the position before applying?

How fascinating, dynamic and challenging the role would be. Even in your first years on the job you'll be amazed at how many "pinch me" moments there are. But it's also hard work. We often work long hours in highly demanding circumstances to deliver outcomes that affect the entire country. Add to that the political sensitivities, and sometimes demanding travel requirements, and it's safe to say that there's never a dull moment.

Small Firms

Small Firms by Region

A big thanks to the following firms that agreed to be included in the careers guide. This list represents a small insight into the availability of legal opportunities in 150 locations around New Zealand.

Rotorua

BlackmanSpargo	www.rurallaw.co.nz
Holland Beckett Law	www.hobec.co.nz/careers

Whakatane

BlackmanSpargo	www.rurallaw.co.nz
Holland Beckett Law	www.hobec.co.nz/careers

Napier

Willis Legal	www.willislegal.co.nz
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Hastings

Willis Legal	www.willislegal.co.nz
Bay Legal	www.baylegal.co.nz
Copeland Ashcroft Law	www.copelandashcroft.co.nz

Wellington

Copeland Ashcroft Law	www.copelandashcroft.co.nz
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Pahiatua

Tararua Law	www.innesdean.co.nz
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Palmerston North

Innes Dean	www.innesdean.co.nz
Fitzherbert Rowe Lawyers	www.fitzrowe.co.nz

Fielding

Fitzherbert Rowe Lawyers	www.fitzrowe.co.nz
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Paraparaumu

Integra Lawyer	www.integra.lawyer
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Nelson

Dawson & Associates Ltd	www.maritimelaw.co.nz
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Blenheim

McCarthy Law	www.mccarthylaw.co.nz
Portia	www.ebbornlaw.co.nz

Queenstown

Preston Russell Law	www.prlaw.co.nz
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Mosgiel

Webb Farry Lawyers	www.webbfarry.co.nz
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Dunedin

Webb Farry Lawyers	www.webbfarry.co.nz
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Christchurch

Portia	www.ebbornlaw.co.nz
Corcoran French	www.corcoranfrench.co.nz
James & Wells	www.jaws.co.nz

Timaru

Portia	www.ebbornlaw.co.nz
Timpany Walton Lawyers	www.timpanywalton.co.nz

Pukekohe

Franklin Law	www.franklinlaw.co.nz
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Waiuku

Franklin Law	www.franklinlaw.co.nz
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Tauranga

Harris Tate	www.harristate.co.nz
James & Wells	www.jaws.co.nz
Mackenzie Elvin Law	mackenzie-elvin.com
Holland Beckett Law	www.hobec.co.nz/careers

Hamilton

James & Wells	www.jaws.co.nz
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Opotiki

Holland Beckett Law	www.hobec.co.nz/careers
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