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           Nick Laurie  
           Careers Directors 2011  
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We encourage those applying for seasonal clerkships to obtain confirmation of all information through the firm itself.
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Welcome to the Seasonal Clerkship Guide 2011. For many years this publication has been provided by the Melbourne University Law Students’ Society in order to provide students with information about the value and process of seasonal clerkships. In 2011, we have aimed to continue the high standard of this publication established in previous years. This Guide contains articles about various elements of the application process, legal practice groups, the Law Institute of Victoria guidelines and a directory of firm profiles.

For the uninitiated, a seasonal clerkship is three to four weeks of work experience at a law firm during the university holidays, usually applied for by penultimate year students. The clerkship periods dealt with in this Guide are the 2011/12 summer holidays and the mid-year 2012 winter holidays. Some refer to these programs as three to four week job interviews and, in a sense, they are. Many firms will make priority graduate traineeship offers to those that performed well in seasonal clerkship roles. However, an important consideration for those applying for such programs is that seasonal clerkships also provide an essential opportunity to gain insight into the culture of particular firms and what kind of environment they may wish to work in long-term. For this reason we would recommend applying to a range of firms and taking advantage of any experience offered in both the process and the clerkships themselves.

This year we would recommend that all students applying for seasonal clerkships pay close attention to the wide variations in application due dates. Ranging from mid July to early September, the dates reflect a shift in the LIV Guidelines and will allow a much more drawn out period for application submissions across the firms than in previous years. This has both advantages and drawbacks. While it will draw out the process (and the associated stress and work), it also means students will be able to give greater attention to each application they submit.

We would encourage students to speak with any person that may be able to provide insight into seasonal clerkships and the legal profession generally including later years students, lawyers and HR representatives. Gather information about the general values and culture of the firms you will be applying to through personal contacts and publicly available information. In addition, while putting this Guide together we have received profiles of many law firms that included more detail than we were able to fit into this Guide. These extended firm profiles will be available from the Careers section of the MULSS website and we encourage students to use this resource when getting to know firms and tailoring their applications appropriately.

We, as penultimate year students ourselves, will be going through this process with you and we have endeavoured to put this Guide together with those that will be using it in mind. If you have any queries about this Seasonal Clerkship Guide please feel to contact us on lss-careers@unimelb.edu.au.

Good luck with all your applications and remember to enjoy the experiences and opportunities – otherwise, what’s the point?

Heidi & Nick
Law Institute of Victoria.
1. It is desirable, although not a requirement, that seasonal clerkships be open to students who have already completed their law degree or students who will commence their final semester in 2012.

2. Any offer made under these guidelines may relate to clerkships within a one year period from the date of offer, but can be extended in circumstances agreed between the student and the firm for a further one year period if a student requests a deferral of the clerkship.

3. Any offer of clerkship must remain open for a minimum period of 24 hours from the time the offer was made or until 11am the following business day for offers made prior to 11am.

4. Law firms will not make offers concerning seasonal clerkship before 9.00am, Eastern Standard Time on Monday, 10 October 2011.

5. Law firms who have entered sponsorship arrangements with disadvantaged students, such as those employed under the Indigenous Cadetship Program, are exempt from complying with the Guidelines in relation to those students.

6. A firm may withdraw from the guidelines by giving (30) days written notice of its intention to the Law Institute of Victoria (LIV), the law faculties and law student societies at all Victorian law schools.

7. The LIV will maintain an up to date list of all signatory firms which will be publicly available on the LIV website.
Guideline Signatories.

Allens Arthur Robinson
Anderson Rice
Arnold Bloch Leibler
Baker & McKenzie
Best Hooper
BJT Legal
Blake Dawson
Boothby & Boothby
Cary van Rompaey
Choy Lawyers
Clarendon Lawyers
Clarke Barwood Lawyers
Clayton Utz
Clements Hutchins & Co
Corrs Chambers Westgarth
Costanzo Lawyers
Dawes & Vary
Davis Lawyers
DLA Piper (formerly DLA Phillips Fox)
Eales & Mackenzie
Eugenie Mitrakis & Co
Freehills
Frenkel Partners
Galbally & O’Bryan
Gullaci & Gullaci
Hall & Wilcox
Harmers Workplace Lawyers
Harris Lieberman Boyd
Hayes & Associates
Herbert Geer
Hicks Oakley Chessell Williams
Hogg & Reid
Holding Redlich
Holt & McDonald
HWL Ebsworth
Hunt & Hunt
Kenna Teasdale Lawyers
Kevin Davine & Sons
Lander & Rogers
Legal Branch

Logie-Smith Lanyon
MacKimon Jacobs Horton & Irving
MacPherson & Kelley
Maddens Lawyers
Maddocks
Mallesons Stephen Jacques
Martin Irwin Richards
Maurice Blackburn Lawyers
Middletons
Minter Ellison
Mitrakas Savas & Co
Nevile & Co
Nevin Lenne & Gross
Norris Coates
Norton Gledhill
Norton Rose
Nunan & Bloom
Office of Public Prosecutions
Pointon Partners
Robert Wood & Associates
Robinson Gill
Russell Kennedy
Ryan Carlisle Thomas
Secombs
Septimus Jones & Lee
Sharrock Pitman Legal
Slater & Gordon
Sparke Helmore Lawyers
Sullivan Braham
Tanya Circovic & Associates
Thomson Playford Cutlers
Transport Accident Commission
Tresscox
V G Peters & Co
Victoria Legal Aid
Victorian Government Solicitor’s
Vincent Verdaci & Associates
Wainwright Ryan Eid
Wisewould Mahony
cvMail is a web-based application system (www.cvmail.com.au) for law firms both within Australia and globally. It provides a single place that allows users to store relevant personal, educational and academic information while having access to key information from firms relating to their application processes.

While several firms use either email or their own website-based application systems to receive seasonal clerkship applications, many utilize this system so it is a good idea to register and get familiar with the system in advance. The service is free to use and registration only takes a minute or two, although it may take a little longer to fill out all your personal and academic details.

If you are unfamiliar with cvMail it would be a good idea give yourself plenty of time to register and get comfortable with the system. It is fairly straightforward and user-friendly but being comfortable with the application process will allow you to focus on the substance of your applications.
Our vacation clerkships open a window on what it’s like to be a lawyer in a large commercial law firm.

Interested?

Find out more at www.minterellison.com or contact Liz Atchison on liz.atchison@minterellison.com
The Application Process.
Application tips from Corrs Chambers Westgarth.

Sarah Chapman
Human Resources Coordinator
Corrs Chambers Westgarth

Writing Your Resume

Your resume is your marketing tool. It is a summary of your personal history and qualities and should be succinct and have a positive impact on the reader.

What should you include?

Personal Details
Name, address, phone numbers, email address. It’s not necessary to include details relating to your age, nationality, race, religion, or marital status.

Education
For each course of study, indicate the date, institution, and name of course. Include details of secondary and tertiary studies, listing the most recent first. Attach a copy of your academic transcript to your application, rather than listing the results in your resume.

Extra-Curricular Activities
Include a brief outline of your involvement in extra-curricular activities at school, university, and in the broader community. Highlight the use of certain skills such as leadership, presentation, co-ordination and working as part of a team.

Employment/Work Experience
For each role, indicate date, organisation and the role you fulfilled, be sure to include any voluntary positions, and start with the most recent first. Outline the responsibilities held and any significant achievements.

Personal Skills
This section is to articulate any skills which you have not already highlighted. Write a short list of 6–8 points about your strongest personal skills. These could include skills you have acquired naturally or skills you have developed through training.

Interests
It is important to include 4–6 points on your interests outside work and study.

Referees
Include 2–3 people who can be contacted for a professional or character reference. List each person’s name, position, organisation, business address, phone number and email. Always confirm with your referee that they are happy to act as a referee before including their details.

Writing Your Cover Letter

Your covering letter is your chance to demonstrate your written communication skills and introduce yourself. The covering letter should clearly state what you have to offer the organisation. Planning what you are going to write is essential to writing an effective covering letter.

Below are some key points
- Highlight KEY MESSAGES you would like to convey in the letter, like personal qualities, skills, experience, academic achievements and your work/life experience.
- TAILOR YOUR LETTER to each organisation. Research the organisation and the qualities they look for in employees, and make reference to aspects which are interesting to you, e.g. areas of practice which appeal to you, values and culture of the organisation.
- Ensure that you set the letter out in BUSINESS CORRESPONDENCE style. Make sure you know who to address the letter to, including their name, position and address of the organisation.
- Include YOUR DETAILS even if you have these details in your Resume.
- Include a heading which states the PURPOSE OF THE LETTER. This should appear in bold upper case as the first line of your letter.
- AVOID RESTATING INFORMATION that appears in your resume in the covering letter. Instead, include highlights from your resume, illustrating how this information is relevant to the role you are applying for.
- BE ORIGINAL with your letter in terms of content and style.
- Write in a style which is CLEAR AND SIMPLE – if you use too many colourful adjectives and phrases, it can detract from conveying a strong message.
- Keep your letter to ONE PAGE. Remember it should highlight key messages.
- Once you have drafted your letter, CHECK your spelling, grammar and punctuation.
- Ask at least two OTHER PEOPLE TO READ your draft letter and make suggestions for improvement.
The first type of lawyer knows the letter of the law. They will always give you the safe answer. Even if you didn’t ask for it. The second type of lawyer is fearless. They can see the big picture. They look for opportunities and they use the law to bring those opportunities to life. At Corrs, we’re looking for the second type – individuals who think differently and are willing to work in a more dynamic and progressive way. We’ll help you become that type of lawyer through one of the best learning and development programs in the country. You’ll quickly acquire the skills, capabilities and experience to add value to your clients’ business and to your career. **Be fearless. Call Corrs today.**

**APPLY NOW**
2012 Graduate Development Program  
www.makingcareersense.com
Interviews can be a very nerve wracking and daunting experience. In order to be successful throughout the interview process the key thing to focus on is ‘preparation’.

When talking specifically around the clerkship interview process the main points to take into consideration are outlined below:

1. Research the firm
   Make sure you read up about the firm so you are able to comment on recent deals, awards, leading partners—showing you have a genuine interest in the firm. Understand the areas of practice, why you want to work for the firm, and why you think you would be a good fit with the firm’s values and culture.

2. Arrive on time
   There is nothing worse than turning up late to an interview and being all flushed, and nervous. It not only frustrates you but will end up providing a negative impression to your potential employer. Ensure you leave plenty of time to get to your interview, do a test run beforehand if you are unsure how to get there, and always aim to arrive at least 10 minutes early. This will allow you to collect your thoughts prior to the actual interview. You should also have the firm’s phone number to hand in case you end up getting delayed along the way.

3. Look the part
   One of the first things you are judged on in an interview is your appearance. Making sure you are well groomed and appropriately dressed will help to provide a good first impression. For the clerkship process you should wear corporate attire (i.e. suits, shirts, trousers) as it not only ensures you look the part but relays a message to the interviewer/s that you are professional and serious about working for their firm. Jewellery, make-up and hair styles should be kept to a minimum.

4. Communicate clearly
   Communication not only refers to spoken words, it also refers to body language, tone, posture, facial expressions etc. When you meet someone for the first time you are assessed upon a number of factors. You should always greet the interviewer/s with a firm hand shake, eye contact and a pleasant smile. Throughout the actual interview ensure you sit up straight, speak clearly and concisely and do not look around the room. Your tone of voice also affects how your words come across so always be professional, cheerful and confident. And lastly, be yourself. Do not try to be overly confident, or talk to situations that haven’t happened—interviewer/s can see straight through this.

5. Know your CV and cover letter in detail
   The interviewer/s will focus on things that have been presented in both your CV and cover letter so make sure you can talk to each point. Also ensure you know a little about the interviewer/s. For example, their area of practice, recent deals they have worked on, etc.

6. Conclusion of the interview
   Ensure you have a couple of questions up your sleeve to ask towards the end of the interview. This conveys your interest in wanting to know more about the firm. And remember, the interview process is a two way street. It is a chance not only for the firm to find out if you would be a good fit for them but also whether the firm is a good fit for you. At the end of the interview ensure you thank the interviewer/s for their time, and finish with a firm handshake. Lasting impressions are just as important as first impressions.
Gilbert + Tobin is focused on dynamic and evolving practice areas and committed to continuously innovating for clients and employees. A summer clerkship with us is a unique opportunity to work on cutting-edge transactions – many without precedent.

If you’re among the best and brightest law students, Gilbert + Tobin is the place to complete your summer clerkship. Most importantly, you’ll be part of a young, flexible first-tier firm that has built its success on innovation and having a heart.

Find out more at gtlaw.com.au/me
Seasonal clerkships are becoming increasingly important for law students considering careers in commercial law firms.

It is therefore extremely important that you put your best foot forward throughout the seasonal clerkship process—from the point when you submit your CV, cover letter and academic transcript, to the interview and any social occasions you are invited to by the firms you are applying to, and of course, to the seasonal clerkship itself.

Part of putting your best foot forward is understanding what firms are looking for in a seasonal clerk.

As many of our seasonal clerks have told us, Mallesons is an exciting place to work and a great brand. People are proud to be part of our firm. From an early stage our solicitors have responsibility, autonomy and client contact and are an integral part of the team. So the ideal Mallesons seasonal clerk will relish the opportunity to be involved in cutting-edge legal work. They will be genuinely interested in what we do and will be keen to get involved in any aspect of that. They will be confident in their abilities, and work well with all other members of the team, and will be enthusiastic to learn from the people around them in a fast moving environment.

We look for seasonal clerks who know that achieving excellence requires both talent and hard work, who have performed well at university and who have a passion for commercial law in Australia and Asia. They enjoy the opportunity to step outside their comfort zone while learning new skills through a diversity of work. And they want to work with people who are passionate about clients’ businesses and take pride in delivering first-class legal expertise.

We value a sense of humour when the team is under pressure and people who are willing to work hard when a deal is running but also have a life outside work. Our seasonal clerks also think it’s important to contribute to the life of the firm and the broader community in which we live.

But don’t forget, above all, during the recruitment process and during seasonal clerkships, the most important thing to remember is to relax and be yourself.
Interested to find out:

who we are?
what we do?
what it’s like to work in a leading commercial law firm?

www.mallesons.com/careers/
Commercial Awareness & Demonstrating it in Your Interview.

Ken Nguyen
Senior associate in Banking and Finance
Blake Dawson

So ... you are a candidate for a seasonal clerkship or graduate role – and luckily, you have the marks, the communication skills and the team ethic which indicate you would be a wonderful asset for a law firm. In these circumstances, there is one remaining question that any commercial law firm will want to consider: “Does this candidate really want to be a commercial lawyer?”

It's not enough to just say “yes”... Lawyers are accustomed to explaining their reasoning, and in an interview scenario, we will want to hear you explain your reasoning as to why you want to be a commercial lawyer. The best answers to this question have three characteristics:

- They are honest.
- They are persuasive.
- They demonstrate commercial awareness.

What is commercial awareness?

By “commercial awareness”, we mean awareness of:

- what commercial lawyers do;
- the issues that commercial lawyers have to deal with; and
- the people with whom commercial lawyers do things.

At a firm like Blake Dawson, we help some of Australia’s – and the world’s – most interesting companies, from ANZ to BHP Billiton to NBN Co, achieve their strategic goals. One of the ways that we do this is by understanding our clients: the nature of their business, the competitive environment that they operate in, the people that shape their environment and the future that they are trying to build.

We don’t expect the students who come through our doors for interviews to be experts at these topics – but we love it when students demonstrate a base to build from, and a passion to build that expertise.

How do I build my commercial awareness?

In this age of information abundance, there are more resources than ever that you can use to build your knowledge of the business world. From the business pages of general newspapers like *The Age* and *The Australian*, to more specialised publications like *The Australian Financial Review* and *Business Spectator*, candidates do well when they gather a knowledge of big deals and developments going on around them, and especially when they can form a view on some of the big issues. It’s worth being familiar with the big names and companies in the business world, and keeping an eye on watercooler topics: “Ooh, I see that the ASX deal has hit a roadblock...”

Life is not always about M&A ...

Corporate lawyers love talking about the big M&A deals: “Oh yeah, we just helped ANZ buy the RBS assets in Asia...” But commercial law firms have many different practices, from intellectual property to environmental law, so even if you’re not interested in mergers and acquisitions, there are endless other topics that you can discuss in order to demonstrate your commercial awareness. These might include:

- how businesses will need to deal with carbon pricing;
- the effect of the internet on copyright enforcement;
- how companies improve their anti-discrimination practices.

But I’m an Arts student ...

Just because you might be an Arts student doesn’t mean that you can’t have commercial awareness – and it certainly doesn’t mean that law firms will assume you don’t have commercial awareness. At firms like Blake Dawson, students from all scholastic backgrounds have found success. Indeed, in the banking and finance practice that I work in, the most recently promoted partner was a Classics major (seriously, you should hear him go on about Chimaera ...) and the most recently promoted senior associate ( ... er, me) was a Political Science major who spent many years as a journalist. Luckily, our training programs are second-to-none...

Blake Dawson prides itself on also helping all its lawyers continue to build their commercial nous when they join us, through programs like our Market Edge program, where junior lawyers are encouraged to present to each other on current issues in the business world.

Finally, best of luck!
Making Your Application Stand Out From the Crowd.

Liz Atchison
National Graduate Senior Consultant
Minter Ellison

‘Show us the real you’
Let your application, resume and covering letter showcase your personality to help them stand out from the crowd.

Does that sound hard? It really is a lot easier than you think and firms are thrilled when they receive interesting and engaging applications. Some firms will receive hundreds of applications during the vacation clerkship recruitment season – each one with a covering letter and a resume attached. An interesting and well written application with good supporting documents will stand out, so it is worth putting in the time and effort to submit a great application. You will be remembered for it.

One of the recurring questions I’m asked is ‘How do I make my application stand out?’. Let me give you our perspective and what I look for when I’m reviewing applications, cover letters and resumes.

‘First things first’
It might seem as if I’m stating the obvious, but make sure you have the name of the firm and of the contact person correct on your documents. It’s surprising how often this mistake happens and it really does create the wrong first impression. If you’re not sure who to address your application to, check the firm’s website or call anonymously to find out. It’s much better to make that extra call than to get the name wrong.

You’ve probably also heard many times the mantra ‘Check and triple check all your documents’. Spelling and grammatical errors can demonstrate a lack of attention to detail, and in a law firm that can cost you. Does that sound hard? It really is a lot easier than you think and firms are thrilled when they receive interesting and engaging applications. Some firms will receive hundreds of applications during the vacation clerkship recruitment season – each one with a covering letter and a resume attached. An interesting and well written application with good supporting documents will stand out, so it is worth putting in the time and effort to submit a great application. You will be remembered for it.

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Your cover letter (one page, size 12 font)
Remember, this is your first real introduction to us.

Have you ever wondered why firms ask for a covering letter as well as your resume? Your cover letter is the introduction to your resume, and it should read that way. A well written letter will almost certainly prompt the reader to go straight to your resume.

An example of a great letter is one that tells a story … this is just one suggestion:
- introduction: who you are
- story: I’m a penultimate student at university undertaking degree and scheduled to complete...
- story: I’m interested in a legal career with firm because...
- story: My interest in ... (areas of law) was sparked ...(when)
- conclusion: You will see from my resume that I have had experience in...which I wish to pursue or develop with your firm.

Tips
Use your letter to fill in any gaps in your resume and to expand on the ‘tell us about you’ question if appropriate. You can also use your letter to tell us about any connection you have with our firm – perhaps a recommendation from a friend, or attendance at a presentation or an article about us that you’ve read. Expand on interesting hobbies or extra-curricular activities that tell us about who you are when you’re not hard at study. Don’t forget to include details of your availability (for example, tell us if you are going to be away, are currently on exchange, or have exams on interview days, etc.).

Two final pieces of advice regarding cover letters: avoid quoting from our website unless the quote is specifically related to your application or area of legal interest and remember that plain English is the order of the day, in letters and in resumes.

Your resume (how should you format your resume?)
There is no right or wrong format. It’s comes down to personal preference, but this is what I look for...

Your resume is the main event in your application and should flow logically with no time frame gaps.

Our application form
Minter Ellison’s form allows you to tell us who you are…the perfect showcase!

The first question on our application form is ‘Tell us about you…’ – we ask you to list three things about yourself that we would not learn from your resume.

Now this question has two important elements that you need to consider when you answer it. First, you should list your answers – 1, 2, 3. – instead of writing a paragraph. Secondly, your answer should not list your team player attributes or your strengths and weaknesses. It should tell us something ‘new’.

This is the perfect opportunity for you to tell us something fun and interesting about yourself. Have you bungee jumped from five of the world’s tallest bridges? Are you a published author of spy novels? What you tell us will ‘hook’ the reviewer and make them want to read the rest of your application. It will also be a good way to start the conversation at your interview. Remember, in marketing it’s all about the ‘hook’.

PS: We are not encouraging you to jump off tall buildings just to make your application more appealing! There is no right or wrong answer to this question. Applications are not rejected because answers are not interesting enough!

Here is one suggested format:
- your details and contact information
- education (university first, then high school) – dates of completion
- employment history (start with the most recent, then work backwards) – can separate legal and non-legal if you prefer
- extra-curricular activities and achievements
- additional information (languages, including level, computer skills, database proficiency, etc.)
- interests
- referees (preferably two).

Your resume needs to show us who you are highlight your achievements and interests, demonstrate how you spend your free time and showcase your extra-curricular activities. These are the elements that add an individual stamp to your resume and application as a whole.

Good luck! I look forward to reading your applications and meeting you.

Seasonal Clerkship Guide 2011 21
The Seasonal Clerkship Experience.
Making the Most of Seasonal Clerkships.

David Stewart
2011 Law Graduate
Allens Arthur Robinson

So its clerkship time and the Law School is abuzz with talk about everything clerkship-related. Not sure how to go about it or even whether to apply at all? Here are my two cents.

Firstly, I would suggest that yes, you definitely should apply for clerkships. Even if you’ve never thought that you’d be interested in commercial law, I would recommend having a go simply because clerkships are the perfect way to find out what working in a commercial law firm is really all about. It’s amazing how different (and better) the reality of working in these firms is from all the preconceptions that get thrown around. For example, while there is no getting past the fact that a clerkship can involve some pretty hard work when you could instead be on holiday, the rumours about clerks working late nights and weekends throughout their clerkship are, thankfully, untrue. Similarly, while you may be asked to help out with some less interesting work such as due diligence or discovery at some point in the clerkship, most firms make a real effort to ensure that the majority of the work you do is pretty interesting. For example, during my clerkship at Allens, I got to spend an afternoon walking around Fitzroy Markets purchasing fake pyjamas, jewellery and fragrances (with the firm’s money) all in the name of trademark protection.

So now that you’ve decided to have a go at clerkships (I know, my advice was very convincing), the next question becomes: what is the best way to go about it? While it is completely up to you how many firms you apply to, I would suggest that it is best to keep your options open by applying broadly but make sure that you don’t apply blindly to every firm that offers a clerkship. Think about what firms may be a good fit for you and put extra effort into tailoring your applications to the particular firms that you are interested in. Further, when it comes to writing your applications, make sure that you are honest and genuine about what you have done in the past; there is nothing more awkward than being caught out by an interviewer who discovers that your ‘extensive involvement in community projects’ actually consisted of an afternoon manning a friend’s lemonade stall back at primary school.

Once applications are completed, the next step is the merry-go-round of cocktail nights and interviews. Whilst these, particularly the interviews, can be pretty intimidating, if you take the time to prepare and think about what may come up in relation to the firm and your own application then things will go a lot smoother. Being honest and thoughtful in your responses to questions is really important, as is elaborating on your answers by providing examples from your own experience.

In terms of making a decision about where to go if you get offers, I personally think the biggest and most important factor by far is how well you get on with the people at each firm that you apply to. At each stage of the application process you should think about which firms you seem to have the greatest connection with and whether there is anything in particular that you like or dislike about the firm. Think about the people you meet from each firm and consider whether you can see yourself working with them on a long-term basis. Each firm really does have its own unique character and it’s important to think about this when considering your options. In the end, I decided to clerk and eventually work at Allens because I really felt that I would enjoy working with the people there. No one at the firm seems to take themselves too seriously and they really make an effort to enjoy their time together, be that at work or in social settings. Even as a new graduate, I have felt very welcome at Allens and have already been lucky enough to be included on my practice group’s recent white water rafting adventure.

Finally, while I know it sounds cheesy, I would implore you to get involved in as many different things as you can during your clerkship. Whether it be enjoying the company of your fellow clerks over dinner and a few drinks after work or offering to help out on a pro bono matter, I promise you that you will get so much more out of the process if you just have a go. Good luck!
When I first embarked on the journey to find a graduate position, for me Corrs Chambers Westgarth was another three-word law firm in the city that gave out orange gym towels and claimed to make “business sense”. I knew very little of what working at Corrs, let alone a commercial firm, would actually be like. Now at the end of my graduate year and a newly admitted lawyer working at Corrs, I can say with certainty that Corrs is an exciting, challenging, at times terrifying, and most importantly a rewarding place to work.

Like many fellow students, I went through the clerkship program at Corrs in 2007 and subsequently applied through the priority offer process for a graduate position. The four weeks I spent at Corrs as a seasonal clerk gave me an insight into the life and “culture” of the firm and convinced me that it was the place for me. I felt part of a team going places, the work was interesting and I understood where it fitted in the bigger picture. Having gone through the seasonal clerkship process, the firm felt familiar and there were familiar faces to greet me. It would be a lie if I said I wasn’t apprehensive – about the hours lawyers work, about the quality of work I was expected to produce and about completing College of Law – but I quickly realised that all three are easily achievable and very manageable.

The hours as a graduate can be long and it’s certainly not a regular nine-to-five job. But when you do work late (which is not all the time), you are never alone and it’s not a drag. You are usually with others who are in the same boat and it’s great being part of a team working to a deadline. A key thing at Corrs is that you are part of a team, and the size of the firm and composition of the practice groups means that you get to know and work with everyone – from other graduates, lawyers and senior associates all the way up to partners. I have had significant contact with partners and at such a junior level I have had exposure to our clients, the barristers we brief and the court process.

I have also been surprised by the diverse backgrounds and diverse interests of the people working at Corrs. To begin with, partners actually have lives and talk about them! The people are approachable, personable and understanding. Corrs is a vibrant and exciting place to work, but a graduate position isn’t all easy. The hardest challenge, and by no means exclusively a Corrs-specific challenge, is the simple fact of full time work and the effect it has on your life. Sadly, no longer can you sleep in and catch up on what you have missed by i-lecture that afternoon – you are expected to turn up every morning, five days a week, and to begin with that is exhausting. But the Corrs support network – my buddy, mentor and partner, as well as others in my practice group – understand this is a big transition in your life and it’s normal to find it somewhat challenging.

As a graduate I was keen to throw myself at everything and anything, and Corrs offers a wide range of events and activities to choose from. To start, all graduates from around Australia come together to attend Graduate Academy, which is both an educational and social experience. There’s a Social Committee and a Corrs Young Professional committee, both of which organise a range of social and networking events. I’ve attended and participated in inter-firm netball and football, a trivia night, a Spring Carnival cocktail evening, a wine club and much more.

The work as a graduate is diverse and challenging, and with a university degree under my belt, College of Law at my side and a great range of resources at Corrs, I feel nothing is impossible. Learning, both formal and informal, is a big part of the graduate year at Corrs. Formally, you attend College of Law, an internal Graduate Program, regular practice group meetings, industry specific retreats, lunchtime seminars and many others. More informally, the three rotations I’ve completed are a perfect education on different practices of law; they are short enough to allow you to experience three different groups during your graduate year, but long enough to learn about the group, the work and the people. Without the rotations, I would have limited experience and not fully understand how Corrs works, both as a legal practice and as a business.

For those starting the recruitment process, good luck and make the most of the opportunities you are presented with along the way. Ask questions, get involved and most importantly enjoy it!
Life as an Employment Lawyer at Maddocks.

Joanna Fitch

Lawyer

Maddocks

After rotating through 3 different practice groups during my Graduate year at Maddocks (and gossiping with fellow Grads about their experiences), I quickly formed the view that the Employment, Safety and People (ES&P) group has some of the juiciest work going around. Employment law matters often tend to involve a wide range of human behaviours and emotions. While this makes our work challenging, it also makes it invariably interesting.

As an Employment Lawyer at Maddocks, I feel very lucky to be able to work on a range of interesting matters for high quality clients from both the private and public sectors.

We provide advice on a wide range of issues, such as:

- discrimination;
- bullying;
- sexual harassment;
- workplace entitlements;
- awards and enterprise agreements;
- workplace performance and conduct issues; and
- privacy.

Since starting at Maddocks as a Graduate Lawyer in 2009, I have been involved in a number of litigious matters at a range of courts and tribunals, including: unfair dismissal and general protections proceedings at Fair Work Australia; breach of contract proceedings in the County Court of Victoria; discrimination proceedings and merits review proceedings at the Victorian Civil and Administrative Tribunal; and coronial inquests.

Working as an Employment Lawyer at Maddocks has given me the opportunity to develop a wide range of skills, such as drafting, negotiation and advocacy and I have significant client contact for a junior lawyer.

Finally, the tendency of new governments to re-jig, tinker with or completely overhaul industrial relations laws means that Employment Lawyers never get bored!

For more information about the ES&P group or the seasonal clerkship program at Maddocks, please:

- visit our website: www.maddocks.com.au;
- contact our Melbourne office on (03) 9288 0555;
- email us at info@maddocks.com.au.
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No Rotations—
In Theory and Practice.

Johnson Winter & Slattery

Most law firms place their clerks and graduates into a rotation of practice areas. That is, over the 4 to 6 weeks of a clerkship, a clerk is placed for 10 days into one practice area, then for the next 10 days into a different practice area. The problem with this is, due to time constraints, the clerk is often only provided the opportunity to rotate into two, maybe three different practice areas thus restricting their experience, and impressions, to a select few practice areas and practitioners within a firm. If offered a graduation position, the graduate is often then placed into one practice area for longer periods of time, if not permanently.

Selecting an area of law to practise is difficult enough, but when you have only had the opportunity to work in a limited number of practice areas, with a limited number of practitioners, you can find yourself migrating towards, or worse, pigeon-holed into an area you may not necessarily have chosen had you experienced something different.

Recognising the limitations of a rotation system, Johnson Winter & Slattery has removed the rotation process entirely. Instead, clerks and graduates are ‘pooled’ together, available to work with whichever practitioner needs assistance, regardless of practice area or location. The area that a practitioner specialises in does not matter, nor does his/her location — any practitioner can work on any matter, regardless of location.

For example, if a practitioner in Sydney required assistance with a matter but all the Sydney clerks or graduates were occupied, the practitioner would contact clerks based in any of our other offices for assistance.

For Johnson Winter & Slattery, it means that our practitioners have available to them a pool of clerks and graduates that aren’t limited to a particular practice area. It also means that in the long term, should a clerk join the firm as a graduate and progress through to a senior practitioner position, they would have a better understanding of corporate and commercial law overall, rather than in just the one or two areas of specialisation, making them far more commercial in their approach to the practise of law — and a far more valuable adviser to clients.

For you, it means that because you have been presented the opportunity to try out different practice areas before making a final decision, you are more likely to settle into the area of law that best suits your strengths, as well as your interests. And along with a better understanding of corporate and commercial law overall, you will also have developed, through working with different practitioners, better relationships within the firm and a far greater understanding of your colleagues areas of specialisation.

Most importantly, for the client it means that the practitioner is better equipped to determine what the client needs and thus able to provide more commercially viable solutions. And should the client’s needs be better met outside of that lawyer’s area of specialisation, then the lawyer knows exactly who within the firm is best able to meet those needs.

The following question is common at clerkship interviews: in which area of law do you wish to practise? It is common because firms attempt to determine the potential “practice areas” which may be suited to you. If you are hired as a clerk or graduate, it is likely you will be placed in a suitable practice area to begin with, and then rotate amongst other practice areas as time progresses. Some firms may not even offer you the chance to rotate.

Johnson Winter & Slattery does not operate like this. Whilst the firm is divided into practice areas, you are not placed in any one area. There are no rotations and no pigeon-holing.

This is invaluable and in my opinion, is what sets the firm apart. It is what made me choose Johnson Winter & Slattery over the other firms at which I undertook clerkships. Why?

Because after completing three or four years of law school I found it impossible to say “I want to practise in area X”. This was highlighted after having worked in tax law as a clerk, an area in which I was certain I did not want to practise but enjoyed so much I was forced to open my mind to it.

Sure, your studies in a subject may direct you towards a certain practice area, but as you are aware, law in practice differs greatly from law in theory. The only way in which you can truly say “I wish to practise in area X” is by obtaining decent exposure to a range of practice areas in order to decide which of those you like or dislike.

It is for these reasons that Johnson Winter & Slattery affords you the opportunity to work in different areas, so that instead of finding yourself eventually pigeon-holed into one practice area, you are allowed to naturally gravitate towards those areas of law that interest you. After 6–24 months, and plenty of hands-on experience, you can make an informed choice as to the practice area in which you wish to specialise.

So if you, like me, find that common question at interviews a little odd and hard to properly answer, have a think about Johnson Winter & Slattery where you have the freedom to try out most practice areas before settling into the one.

Jason Vernik, Law Clerk talks about his experience of the no rotation system.
Johnson Winter & Slattery is an exceptional place to begin and develop your career.

We recruit through our seasonal clerkship program. Our clerks and graduates work across a range of practice areas, giving them the opportunity to develop a broad base of experience early in their legal careers.

Due to our low leverage structure, we are able to offer graduates the opportunity to work on complex, high stakes transactions and disputes alongside senior lawyers.

Our major areas of practice are:
- Competition
- Corporate
- Dispute Resolution
- Energy, Resources & Infrastructure
- Insolvency & Reconstruction
- Taxation

To discuss the future of your career at Johnson Winter & Slattery, or for further information about our clerkship and graduate programs, contact:

Sallie Emmett
Professional Development Manager
P +61 8 8239 7111
sallie.emmett@jws.com.au
After completing a seasonal clerkship in the commercial real estate team in Melbourne, the chance to participate in the Baker & McKenzie International Clerkship program seemed too good to be true. With offices in 40 countries across the world, I was excited by the choice of spending time in a different legal system and culture typically beyond reach for someone at the beginning of their legal career. Given that in the months leading up to the clerkship, some of the locations I was considering going to included Kazakhstan, Baker & McKenzie is true to their word of being truly global. The opportunity to work in the litigation team in Tokyo, Japan was an exciting new gateway to a distinctive country. The International Clerkship was the perfect platform to learn about the legal system of the world’s third-largest economy with exposure to interesting transactions, litigious matters and clients.

I arrived in Tokyo smiling at the thought of the last time I had travelled so stress free. I soon arrived at my serviced apartment in the business district of Tokyo, about ten minutes walk from the office. As a new Tokyo resident for the next five weeks I became a member of one of the most densely populated metropolitan areas in the world surrounded by vending machines, 24-hour restaurants and neon lights.

‘Ohayo Gozaimasu’
I walked into the lobby of the Prudential Tower on a bright winter’s morning to be greeted by the chorus of ‘Ohayo Gozaimasu’ from security, then from the three Baker & McKenzie receptionists. After orientation, and many introductory bows later, I was at work in the litigation team by afternoon.

I teamed up with Special Counsel on an extensive research project for the Japanese Ministry of Foreign Affairs, examining an international law convention and its application in international courts. This was the start of my introduction to some fascinating international legal work. Other highlights included working as a part of a five-person litigation team comprised of foreign attorneys and Japanese lawyers drafting a memorial to an arbitration between two of the biggest global manufacturing companies. Watching how lawyers of different backgrounds interact to balance different legal systems and court strategies was invaluable and highlighted how the expertise of a global law firm can really help clients. The Japanese legal system is largely based on civil law, and learning about this system provided excellent experience in developing my legal practical skills. I was asked to make a presentation to the Managing Partner before leaving the office and I continue to work on an ongoing matter today.

‘Pro bono – the Nepalese Constitution.
The clerkship exposed me to the global pro bono projects being coordinated by the New York office who have just returned from Nepal after assisting in drafting the Nepalese constitution. I hope to remain actively involved in the exciting new social entrepreneurship initiative assisting Ashoka fellows throughout my career at Bakers.

Sake and Sumo
It’s the peculiarities of Tokyo that you come to love. Tea ceremonies and festivals, Onsens or communal baths, bullet trains, manga cartoons, the ‘delicacies’ on the sashimi menu, zening out in the temple at lunch next to the office, eating fish for breakfast, the warm toilet seats, ninja restaurants, shopping with the designer-clad ladies and their dogs on Omotesando in Ginza, people watching on the scramble crosswalk in Shibuya outside the world's busiest train station, hot coffee from cans in vending machines and capsule hotels.

My weekends took me to sumo wrestling finals, temples and back-alley traditional restaurants in Kyoto, to the world’s largest aquarium and castle of Osaka, to the A-Bomb Zone in Hiroshima, snowboarding in Niseko and to the many areas of Tokyo.

‘Arigato Gozaimasu’
The Baker & McKenzie International Clerkship is a rare and invaluable opportunity for personal and professional development, to assist with world-class legal work and develop local and global interests. I am grateful for the friends and support I received from the Tokyo office and to the Melbourne office for providing me with the privilege of this experience. The opportunity to learn about the differences between the Australian and Japanese legal system will uniquely serve me throughout my career.
At Baker & McKenzie we are different in the way we think, work and behave. Like no other law firm and few other businesses.

Our difference is in our global platform — none is bigger. It is in the scope of our practice — none is broader. It is in our client list — a who’s who of global business.

Join an entrepreneurial firm where new ideas and innovation are expected. A place where you will exchange rich local insights and knowledge with the best legal minds from all over the world — people who know the law and who understand business.

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My Seasonal Clerkship Experience.

Ned Overend  
*2009 Winter Clerk*  
Clayton Utz

**Why should you undertake a Seasonal Clerkship?**

If your university experience is anything like mine, you have no doubt been struck down with a severe case of the travel bug. I first discovered symptoms back in 2005 after 6 months backpacking round Europe. These symptoms were heightened by an exchange to Utrecht University in the Netherlands in 2008. So why, you may ask, at the end of first semester 2009 did I cast away the temptations of another European summer and undertake a Seasonal Clerkship at Clayton Utz? The answer is simple; the experience and the opportunity are just too important to miss out on, given the major role clerkships play in determining graduate positions and shaping your future career path.

Effectively, the Clerkship process is a 3 or 4 week “try before you buy” period. This is both on the part of the employer and the clerk. Law firms differ greatly in terms of size, culture and practice areas. Seasonal Clerkships provide an excellent opportunity to experience, first hand, the everyday workings of a law firm and help you make an informed decision as to which firm is the right fit for you.

By resisting the urge of far away lands (for 6 months anyway!) I was fortunate enough to gain a practical insight into the inner workings of a small firm, a mid-tier firm, and a top tier law firm. This placed me in a great position to be able to make an informed decision as to which firm was the right fit for me and my intended career path.

**Why should you choose Clayton Utz?**

I clerked in the Environment and Planning Group and thoroughly enjoyed the experience. I was warmly welcomed by the group and was involved in very interesting and challenging work, a highlight of which included observing an Environment and Planning dispute at the Victorian Civil & Administrative Tribunal (VCAT).

These are some of the highlights of my Clerkship at Clayton Utz:

**The Resources**

Being a top-tier law firm, the resources available to assist you in becoming the best lawyer you can be are unparalleled. The library staff and research training was fantastic and really made me lament the countless hours I had wasted searching aimlessly on Lexis Nexis in my university days.

**The variety of Practice Groups**

Deciding which area of law you want to specialise in is a key decision in the life of any lawyer. During your Clerkship you will have the opportunity to hear from each of the several practice groups within Clayton Utz and learn about the types of work they do and what you as a future graduate could expect to me doing. I found this to be a great advantage when the time came to put in my graduate rotation preferences earlier this year.

**Community Connect & Pro Bono**

Clayton Utz is very active in the community and is involved in a number of worthwhile pursuits which range from participating in pen pal programs with neighbouring schools, to providing free legal advice at the Homeless Persons’ Legal Clinic.

Clayton Utz is also heavily involved with the Public Interest Law Clearing House (PILCH) assisting them with a lot of Pro Bono work. At the conclusion of my clerkship I was fortunate enough to spend two weeks working at PILCH as part of the Clayton Utz fellowship program. This was a very rewarding and eye opening experience. It really highlighted for me the importance of ensuring that money is not a barrier to accessing the legal system, and the great need some of the more disadvantaged and marginalised members of our community have for legal advice.

**The People**

One of the highlights of any Clerkship is the people you meet along the way, many of whom will become close friends and peers. I found the people at Clayton Utz particularly engaging and genuinely interested in getting to know me.

So while a Seasonal Clerkship may mean sacrificing some of your holidays and travel plans, I found it to be a thoroughly rewarding and enlightening experience and one that I have not regretted.

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Ned Overend  
*2009 Winter Clerk*  
Clayton Utz
One size doesn’t fit all

The usual career path at Clayton Utz is from graduate to lawyer, senior associate or special counsel, and then partner, based on your ability, performance, experience and contribution.

Along the way, you’ll discover more options and chances to increase your skills and legal savvy. And at every step, we’ll be there with you.

So whether you want to step sideways into a secondment, take some time out, explore new fields, or study – you can.

If you want a clear path for your career, we have one.

If you want to create your own path, we’ll give you the tools.

www.claytonutz.com/graduates
Working at Johnson Winter & Slattery.

Johnson Winter & Slattery is a national corporate and commercial law firm offering opportunities to law students for seasonal clerkships, practical legal training placements and graduate employment.

The firm operates on a national basis with its offices in Melbourne, Sydney, Perth, Brisbane and Adelaide being fully integrated. Our lawyers work in teams across state boundaries on a regular basis.

The firm’s primary areas of practice are corporate, dispute resolution, insolvency and reconstruction, taxation, competition and energy and resources. These practice areas are supported by lawyers practicing in the areas of employee relations, intellectual property and information technology.

The structure of the firm does not include specialist administrative departments that define its practice areas and there are no departmental or individual financial budgets. The firm operates with a number of senior lawyers each with their own area of speciality working closely with about the same number of junior lawyers. Work is shared and team work is encouraged so that the firm’s clients are advised appropriately and efficiently. Teams are formed based on the skills, experience and capacity of the lawyers at the relevant time with a focus on “the best lawyers for the job”.

This structure encourages collaboration and team work at all levels. Law clerks, associates and senior lawyers work alongside each other and are enhanced by a sophisticated electronic filing system and electronic communication. Junior lawyers will also observe partners from different practice areas communicating regularly to ensure that the best skills and resources are used to provide excellent service to the firm’s sophisticated client base which have come to expect nothing but technical excellence combined with a commercial approach.

A lawyer’s performance at Johnson Winter & Slattery is measured by that lawyer’s development as a professional rather than financial targets achieved. Training and learning is based on an individual’s needs. It focuses on teaching through work experience and supplementing skills and expertise with relevant internal seminars.

When students and junior lawyers are employed at Johnson Winter & Slattery they will not be allocated to one or two particular areas. “Rotations” are not offered. Initially, there will be the opportunity to work in a number of different practice areas with the firm and if a student or junior lawyer wishes to experience work in a particular area work can be allocated to them from that area at any time.

This also means that lawyers at Johnson Winter & Slattery are provided with a variety of work at an early stage of their career and each lawyer will be exposed to a broad range of experience which helps develop their commerciality and general legal knowledge before they choose an area of law in which to specialise. That choice can be made early on or it can be made once the lawyer has had an opportunity to experience a number of practice areas.
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Michael Maurice Blackburn 2010 Trainee

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Practice Groups.
From my first day as a junior lawyer in the Banking & Finance Group at Baker & McKenzie’s Melbourne office, I have been exposed to a range of transactional and advisory work and have been able to contribute to the work of the group in a meaningful way. The Baker & McKenzie Banking & Finance Group has a diverse range of local and global clients. Our clients seek accurate and timely regulatory advice in a complex and often changing regulatory space, as well as assistance with their major transactions, such as large debt raisings, sales or acquisitions. These transactions often span multiple jurisdictions and require collaboration with Baker & McKenzie’s global network of offices.

During my last six months in the Banking & Finance Group I have assisted in:

- advising clients on the requirements of Australia’s new credit regulation regime, its licensing and conduct requirements, and its applicability to their businesses;
- advising clients on the requirements of the Australian Financial Services Licensing regime, helping them to comply with its disclosure and notification requirements and reviewing their compliance programs;
- advising clients on the requirements of Australia’s Anti-Money Laundering/Counter-Terrorism regulatory regime and assisting them to comply;
- advising clients generally on the launch of new financial, credit and related products in Australia and any regulatory hurdles they may face – including where the client is based overseas and has no current exposure to Australian law;
- drafting the Australian documentation for a multi-jurisdictional re-financing of British-headquartered company with operations in Australia and a number of other jurisdictions;
- drafting the documentation for an acquisition of an Australian state-owned business by a European-based multinational;
- providing due diligence review on the rapid acquisition of a distressed company; and
- assisting on the restructuring and sale of part of the business of a major corporate group operating in the financial services industry across multiple jurisdictions.

My involvement in these matters included providing legal research, drafting company policies, liaising with clients and working closely with ASIC to obtain regulatory approvals. Working on advisory issues required me to rapidly come to terms with a complicated regulatory environment, concisely explain its requirements to clients and understand changes in the area. Through my involvement in transactions I was able to work closely with clients and develop an ongoing relationship with in-house counsel while drafting the contractual and other documents to authorise and document the transaction we were helping to realise.

Much of the work we do has international elements to it. In the regulatory space, international bodies such as the Basel Committee are important influences on Australian government policy. Many of our clients operate in multiple jurisdictions. In addition, the transactions we are involved in often involve companies or lenders that operate in a number of countries or are headquartered outside of Australia and require us to translate their transactional requirements into something workable under Australian law.

Baker & McKenzie’s strong professional development program, alongside the mentoring offered by more senior lawyers, ensured that I had the support I needed when I started in the Banking & Finance Group. While I have had many opportunities to do work typically unavailable to junior lawyers, I did so in an environment that made sure I had the knowledge and resources to properly do the work, be satisfied with the result and had someone to provide input when I didn’t know the answers. This environment, where you are able to work to the level appropriate to your abilities and comfort level, allows juniors to rapidly develop their skills and knowledge and thus contribute to the team in more meaningful ways.

The skills and knowledge gained by working in banking and finance law are readily transferrable to jurisdictions outside of Australia – this is especially true of the experience gained in an international firm such as Baker & McKenzie where we regularly deal with transactions and companies that cross borders. Indeed, I have already had significant ongoing contact with firms in the United Kingdom and clients in the United States and elsewhere through my work in banking and finance. Many banking and finance lawyers in our office have worked overseas for part of their careers or have an overseas placement planned as part of their career progression. Working on the banking and finance aspects of transactions in Australia can develop skills and an understanding of finance that are readily applicable in other jurisdictions. For a Baker & McKenzie lawyer, these skills can often be refined by working for a time at one of the Firm’s overseas offices through one of its many secondment programs.

Banking and finance law is an interesting area to work in and provides many career opportunities for young lawyers in Australia and overseas. It regularly provides complicated transactional and regulatory issues for you to think through, requires strong technical skills, and the ability to quickly interpret and apply the law to a client’s situation. By providing an exposure to complex and difficult legal issues, and a view behind the scenes of the financial world, banking and finance law can be a varied and interesting career path for junior lawyers.
At Baker & McKenzie we are different in the way we think, work and behave. Like no other law firm and few other businesses.

Our difference is in our global platform — none is bigger. It is in the scope of our practice — none is broader. It is in our client list — a who’s who of global business.

Join an entrepreneurial firm where new ideas and innovation are expected. A place where you will exchange rich local insights and knowledge with the best legal minds from all over the world — people who know the law and who understand business.

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We live in a golden age of competition law. If you picked up a newspaper recently you might have read about massive fines overseas for the latest international cartel bust. Back in Australia, the Senate launches an inquiry into the price of milk in supermarkets and politicians rail against interest rates in the banking sector. A cartelist turns whistleblower and star prosecution witness in return for immunity from government prosecution, only to become embroiled in a class action brought by its former customers. The Australian Competition and Consumer Commission (ACCC) blocks a high profile corporate merger – to the delight of consumer and competitors and the chagrin of boardrooms and shareholders.

Australia is (broadly speaking) a market economy. Competition law is meant to ensure economic benefits flow through to consumers. This involves navigating thorny political issues as the interests of consumers, corporations, big businesses and small businesses often conflict.

Competition law covers:
- cartel conduct – such as price fixing, market sharing, output restrictions and bid rigging;
- misuse of market power – including predatory pricing and refusal to deal;
- anticompetitive mergers and acquisition;
- various other prohibitions – such as third line forcing, resale price maintenance and exclusive dealing; and
- access to certain types of infrastructure.

Competition law is increasingly international and, although there are significant differences between jurisdictions, the areas listed above are typical of many countries. In the US, which has been at the vanguard for more than a century, competition law is known as “antitrust”.

The principal course of competition law in Australia is the Competition and Consumer Act 2010 (Cth) (until recently, known as the Trade Practices Act 1974 (Cth)). Many of its provisions are detailed and complex. As a competition lawyer, you need to be skilled in statutory interpretation. Not only do you need to understand and apply the legislation, you need to explain it clearly and concisely to your clients.

This is true of a number of areas of law. Where competition law is unique is that you also need to understand business transactions and proposals from an economic perspective.

For instance, a client may come to you with a business proposal. You must analyse the economic relationships involved. Businesses generally want to make a profit, so as a competition lawyer you must consider if the proposal does so through innovative and superior products (that is, fair competition) or some anticompetitive device. You don’t need a Nobel Prize in economics but you will need to understand some fundamental economic concepts. Often, you also need to understand which way the political wind is blowing and how something might play out in the media.

Competition lawyers are involved in many varied tasks:
- advising on proposed transactions;
- training a client as part of its corporate compliance program;
- applying to the ACCC or the Australian Competition Tribunal for authorisation of a proposed merger or transaction;
- acting in court proceedings for or against the ACCC or between private companies; and
- acting in regulatory investigations by the ACCC.

The ACCC has extensive investigatory powers. It can carry out raids, require the production of documents and require people to answer questions on oath in an examination. There are special skills required in this regulatory environment.

As cartel conduct has now been criminalised, competition lawyers may operate in both the civil and criminal courts.

At Arnold Bloch Leibler, we handle some of the most complex competition law matters in the country with some of these matters gaining large amounts of media coverage and some remaining highly confidential. Either way, working in competition law is challenging and highly rewarding for those who possess not only a legal, but a commercial perspective.

Matthew Lees
Senior Associate
Arnold Bloch Leibler
Construction, Infrastructure & Major Projects.

Rebecca Dickson
Lawyer
Maddocks

It is often the case that a Construction, Infrastructure and Major Projects lawyer will be a ‘jack of all trades’ and a master of the building industry. Construction lawyers develop skills in contract, property, administrative, litigation, alternative dispute resolution, criminal, tort, banking and finance, insolvency and employment law.

The Commonwealth Government’s Nation Building Plan has meant that Maddocks’ local government clients have funding to renew their community hubs and state government clients have funding to construct new roads and redevelop schools and hospitals. Maddocks’ Infrastructure Lawyers assist clients to tender for, document, build, operate and maintain a wide variety of transport, urban development, energy, education and health infrastructure for public and private clients.

These are high profile, high value projects which involve a variety of stakeholders and, consequently, a variety of legal issues. Lawyers who assist on these projects gain broad experience and quickly develop invaluable legal skills. For a lawyer assisting a project principal (being the person wishing to carry out the project), these skills include:

- assisting clients to invite tenders for a project;
- assessing and allocating risk allocation (for example, determining which contracting party should manage key sub-contractors);
- drafting the legal contract to ensure that it is consistent with key project documents (for example, the specifications); and
- writing the contract for the project to reflect the ‘deal’ struck by the principal and its builder.

When a project does not go to plan (and is not carried out in accordance with the contract), lawyers in the Maddocks’ Team have the opportunity to gain a set of different legal skills in the field of construction disputes.

For a lawyer assisting a builder, these skills include:

- providing advice as to how the contract should be interpreted;
- advising as to how to make claims for payment under the contract and the building and construction industry security of payment legislation;
- assisting clients to prepare for mediation, arbitration and / or expert determination.

Maddocks’ Infrastructure Team is unique in that it includes a Building Industry and Regulation sub-team. Working in this team gives lawyers experience in criminal prosecution (for example, prosecution of offences committed in breach of the Building Act 1993 (Vic)), disciplinary inquiries (for example, inquiries into the conduct of registered building practitioners by the Building Practitioners Board) and applications for judicial review of decisions made by statutory decision makers.

One of the benefits of a seasonal clerkship at Maddocks is that clerks are given legal work on current legal matters; our clerks work for our clients. In this respect and given the nature of our work, a seasonal clerkship in Maddocks’ Infrastructure Team presents a ‘construction industry’ of opportunities, including attending criminal prosecutions in the Magistrates’ Court, attending and assisting with applications under the building and construction industry legislation in the County Court, reviewing contract documentation and assisting the preparation of witness statements and affidavits for a litigious matter.

Because the construction industry is ever evolving and searching for new, innovative ways to carry out projects, construction lawyers are presented with a challenge to be creative and find new legal ways to prepare and protect our clients for their projects.

For more information about the Maddocks’ Infrastructure Team or the seasonal clerkship program at Maddocks, please:

- visit our website: www.maddocks.com.au;
- contact our Melbourne office on (03) 9288 0555;
- email us at info@maddocks.com.au.
Do you read the financial press and take an interest in the transactions shaping Australia? Are you a person that enjoys working with intelligent and motivated people? If your answer is “yes” to both and you’re still reading, then you should consider a career in corporate/M&A law at Corrs.

Corporate/M&A at Corrs gives you the chance to work on deals that are stimulating and challenging. And because of our flat operating structure, junior lawyers have the opportunity to work with multiple partners, for multiple clients on a wide range of matters in a wide range of industries. Junior lawyers aren’t asked to specialise in an obscure specialist skill set and, in fact, this is highly discouraged. You are instead encouraged to broaden your horizons and get as much corporate/M&A law experience as you can.

What the flat structure means is that you can work with partners who have practices involving public M&A (takeovers and schemes of arrangements), private M&A, equity capital raising, corporate restructuring, managed investment schemes, as well as “bread & butter” commercial contracting.

The broad practice areas give junior lawyers the chance to work closely with other teams in the firm, giving you further exposure to all aspects of corporate/M&A deals. Such exposure may include working with the insolvency litigation team on selling significant assets out of a liquidation, with the property team on the sale of large land parcels or with the tax team on complex tax driven deal structures.

Corrs is an excellent place to grow your corporate/M&A career. Not only are you exposed to a diverse range of matters, you get to work on some of the biggest deals with leading Australian and foreign companies, investment banks and private equity houses. Recent examples include:

- the $12 billion demerger of Foster’s Group Limited;
- Southern Cross Media’s $725 million takeover of Austereo; and
- the Vodafone and Hutchison Telecommunications (Australia) Limited (operator of the “3” brand in Australia) merger of their telecommunications businesses in Australia.

Corrs also has a strong Asian focus within its corporate practice, which gives junior lawyers an interesting dynamic of working for foreign clients and positions the firm well to take advantage of the economic upturn in China and elsewhere in emerging Asia. These foreign clients bring with them interesting regulatory issues – such as approval from the Foreign Investment Review Board, the board that examines proposals by foreign entities to undertake direct investment in Australia and makes recommendations to the federal Treasurer.

With the recession in Australia over and the global recovery underway, corporate/M&A activity is on the up and now is a perfect time to get on board.
Clients today are demanding a new breed of lawyers who are more commercially astute. We’re responding to this challenge by fearlessly bridging the gap between legal practice and business challenges. That’s why we need lawyers who are also fearless. Lawyers who are willing to back themselves. Lawyers who understand the bigger picture. At Corrs, you’ll be given the opportunity to become that lawyer. Our learning and development program is one of the best in the country. And everyday you’ll be working with some of Australia’s best lawyers on high profile transactions. **Be fearless. Call Corrs today.**

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Why are you writing this?
Hmm, good question. Mostly I wanted to clarify that Employee Relations (or ‘ER’) is ‘Freehills Speak’ for its employment practice. I’m in my second eight-month rotation since starting as a graduate last year and I think the ER practice is pretty special especially considering it exists within a large firm such as Freehills. So I wanted to give you the gist.

The gist
Freehills’ employment practice is the largest and most highly-regarded in Australia, with our core areas of expertise including industrial relations, employment law, occupational health and safety, diversity and equal opportunity law, privacy and training. Our Singapore office also has an employment practice which is a leader for human resources solutions in the Asia region.

Why employment?
While a number of large firms practice employment law (often a ‘sub-group’ of their litigation practice, for instance), Freehills is unique in that it has a separate and thriving employment practice.

For a junior lawyer, this means:
- an opportunity to work on smaller matters with more responsibility (not always something easy to come by in a large firm)
- an exposure to advisory, litigious, and even transactional-based work—as well as exposure to pre-eminent employers from a range of industries
- juicy matters—from sexual harassment, to on-site injuries, to workplace bargaining—our work is mostly just really interesting!
- a great deal of direct client contact
- working with leading employment lawyers in Australia who are passionate about the work they do.

A day in the life of
ER throws a wide range of work at you—my day might include a trip down to court or Fair Work Australia, researching and writing a memo for one of the partners, drafting letters to WorkSafe Victoria in relation to an OHS prosecution, and assisting with a presentation on social media in the workplace (which includes legitimate research using Google, YouTube and Facebook).

As the team is very social, my day will (inevitably) include catch-ups with other solicitors around the floor, and potentially a national telephone hook-up, often held to keep us up to date with the latest cases and employment developments. If I’m really lucky the team may even be having a celebratory afternoon tea that day.

So, what now?
Our team comes from all different backgrounds, and many of us did not study employment law as university. Though the work is often challenging, you will gain the skills required by simply working here as long as you’re enthusiastic and open to learning.
Hope to see you here sometime—good luck!
THE CULTURE AT FREEHILLS IS VARIED BUT STILL VERY COHESIVE. THERE’S NO MOULD. BUT IT’S A TEAM ENVIRONMENT.

Sarah Benbow
Senior Associate
Litigation, Melbourne

THERE’S MORE TO US
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Legislation should be simple. However, experience shows that once talkback radio, the letters to the editors page, community consultations, politicians, parliamentary committees and a house or two of parliament have had their say, simplicity may not be a statute’s greatest virtue. Government departments and authorities then will ask, but what does it all mean?

Which is where lawyers get involved. Government agencies frequently turn to lawyers to find a path through thickets of overlapping laws, regulations, explanatory memoranda, second reading speeches and undefined words and phrases. What, for example, is a ‘turncock’ and what does it do? The word appears in but is not defined in any Victorian Act, and it does not appear in the Macquarie or Oxford dictionaries. Yet in certain emergencies, much turns on the turncock, and much can be cocked up if the turncock doesn’t turn up. There are odder examples of archaic drafting. For a glimpse of an 18th century English contract that still forms part of Australian law, turn an eye to the Second Schedule of the Marine Insurance Act 1909 (Cth). Seemingly written for a Monty Python sketch, the Schedule reads in part:

Touching the adventures and perils which we the assurers are contented to bear and do take upon us in this voyage: they are of the seas, men of war, fire, enemies, pirates, rovers, thieves, jettisons, letters of mart and countermart, surprisals, takings at sea, arrests, restraints, and detainments of all kings, princes, and people of what nation, condition, or quality soever, barratry of the master and mariners, and of all other perils, losses, and misfortunes, that have or shall come to the hurt, detriment, or damage of the said goods, and merchandises, and ship, &c., or any part thereof [...].

Letters of mart are not much examined in contemporary law schools. Statutory interpretation then depends on finding the context of terms used by pirates used 250 years ago.

Bizarre examples aside, government law deals with the endless intricacies of the lawful exercise of power. Governments make up about 30% of the Australian economy, so no major law practice can afford to ignore them. There is a tremendous variety of work—my time in the State Government team has taken me from coronial inquests to reforms of road funding, from the refined intellectual gymnastics of FOI matters to the bumptiousness of the Dandenong Magistrates’ Court. Government affects (intrudes on?) countless areas of life, so the work of a specialist in statutory interpretation and administrative law has enormous scope. As clients, government agencies are pleasant to deal with, usually reasonable about deadlines and very rarely abscond without payment. As someone with an interest in politics and government generally, to see how policy propositions pass from the drafting stage through parliamentary debates into law has been fascinating. For a person intending to pursue a career in the corporate side of law or in the community legal sector, an understanding of how government works and of the often painstaking task of exercising a power conferred by law is, I venture, a very useful experience.

For those interested in the majesty of the common law or the theatrics of advocacy, the administrative law side of government law is a goldmine. Based on broad, almost equitable principles such as ‘procedural fairness’, the best advocates of administrative law shape a client’s case from a mass of conflicting facts into a direct, compelling example of a breach of civil justice. Sitting as an instructor in the Supreme Court on an administrative law matter set me among some of the finest arguments from Counsel and the best questions from the Bench that I have heard. To me, administrative law is a key function of real democracy—the capacity of ordinary people to challenge and hold decision-makers to account. Administrative law can result in real, practical reform. If you want to know how the world works, consider getting experience in government law.
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Intellectual Property Law in the Dispute Resolution Group.

George Croft
Lawyer
Mallesons Stephens Jacques

I am a second year solicitor in the Dispute Resolution (DR) group at Mallesons in Melbourne. Whilst I sit within the broader DR group, my work usually has an intellectual property (IP) focus. In 2009, during my graduate year with the firm, Mallesons made the industry-leading move of streamlining its practice groups. As a result, IP lawyers made their way into either the Mergers & Acquisitions (M&A) group—if their practice was more focussed on transactional ‘front end’ work—or the DR group—if they were typically involved in litigation. This worked out perfectly for me, as I had developed a keen interest in copyright law at university, always wanted to litigate… considering cases, going to Court and working with Counsel. (Apologies to all the budding M&A lawyers out there!)

Having said this, there’s always a wide variety of work on offer in the IP/DR group. Whilst our core focus is on helping our clients with contentious issues, there are always opportunities to get involved in ‘advice’ work and with other practice groups within the firm. Only last week I helped our M&A/Competition group prepare a due diligence report. I really like this aspect about working in large firm like Mallesons. You can focus on your specific areas of legal interest, but can also ‘branch out’ and work with others who have a different focus.

So, what’s a typical day like as a junior DR lawyer at Mallesons? Each day throws up its own challenges. You could be researching case law for a Partner, drafting court documents, preparing a letter of demand, attending a conference with Counsel, heading off to Court or even involved in your very own “covert”, evidence-gathering operation. That’s right, particularly when it comes to IP disputes, junior lawyers or law graduates are often asked to go out and “gather evidence”. For one lucky colleague this meant visiting twenty different bars across Melbourne to see if each bar stocked a particular brand of alcoholic beverage!

Of course, such a task is not exactly “common” at Mallesons, I can say that the work here is always challenging, varied and rewarding. During my graduate year, I was surprised to be drafting lengthy affidavits for a large Federal Court trial and on the telephone with Senior Counsel, discussing legal research and planning for Court hearings. This wasn’t the life of “endless photocopying” and “coffee runs” I’d heard about one’s graduate year at a large corporate firm during my time at university! Unfortunately, it’s a fact of life that the task of carrying the documents to Court will invariably fall to the most junior practitioner. However, don’t underestimate the amount of responsibility you’ll be given in your first couple of years out of university at Mallesons. Carrying documents is also, of course, better than a session at the gym!

Since being admitted 18 months ago, I have been lucky enough to make my first appearance before a Federal Court Judge—albeit during a short directions hearing… although that didn’t help settle my nerves at all! I have also been on numerous trips to Sydney and Canberra to instruct Counsel at Court hearings, Trade Marks Office hearings and to attend mediations.

One of the best aspects of life as a junior lawyer in Mallesons’ IP/DR group is the opportunity to work on both large-scale “front page” litigation, as well as to manage smaller disputes with minimal supervision. Both types of work provide for great learning experiences. In the case of the former, this is because you work directly with numerous senior lawyers, Partners and leading QCs. In the case of the latter, you’re “thrown in the deep end” and the task of managing clients and liaising with Counsel falls squarely with you.

It’s true that, on occasions, you might encounter some long hours at Mallesons. Yet, these are made easy by the people you work with and the support you receive. The Partners here are leaders in their fields and the senior lawyers are great mentors. But, more than that, I’ve found everyone at Mallesons to be fun, energetic and—for want of a better term—just generally “nice”. Whether you’re bunkering down with the group to meet a Court deadline, or you’re off to celebrate your team’s latest Court victory, the people here make every experience fun and easy.

Starting your career at a corporate firm like Mallesons has so much to offer. The bar is set high. But, when you meet the firm’s high expectations, you’re left with an immense feeling of professional satisfaction and knowledge that you’re at the cutting edge of Australian law.
Mallesons Stephen Jaques

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The international arbitration team at Mallesons is a dynamic team that engages in interesting, high profile and cutting edge international arbitration matters. The international arbitration team is a truly integrated team, sitting within the broader Dispute Resolution practice group and working closely with our Sydney, Perth, Brisbane and Hong Kong centres on complex international disputes.

International arbitration is a fast-paced and dynamic practice area, particularly in the Asia-Pacific region. Multinational companies with global operations are subject to the laws of several different jurisdictions, often making legal proceedings a challenge. International arbitration offers parties a cost effective dispute resolution option that they can pursue and provides them with an arbitral award enforceable in the court of any New York Convention country, making international arbitration the dispute resolution method of choice for many companies.

International arbitration is a practice area that is booming in London, Singapore and Hong Kong. Australia has traditionally struggled to keep pace with its Asia-Pacific rivals, primarily due to Australian laws which rendered arbitration in Australia inefficient in comparison to Singapore and Hong Kong. However, the Commonwealth Government’s recent amendments to the International Arbitration Act 1974 (Cth) recognise the increasing importance of international arbitration in the commercial world and seek to simplify the process for enforcing foreign arbitral awards (judgments of foreign arbitrators) in Australian courts. The underlying policy objective is to enhance Australia’s commercial competitiveness as a venue for international arbitration.

The international arbitration team is often involved in cutting-edge international arbitration work in the region. There is no ‘ordinary’ day working in international arbitration. The work is varied and challenging with no two instructions ever the same. As a junior lawyer in the international arbitration team you may find yourself running to the Supreme Court to assist with the enforcement of an international arbitral award, drafting court/arbitration documents, flying to Sydney to inspect discoverable documents or London to instruct in an arbitration.

To give you a flavour of the kind of work that the team is involved in, we recently acted in arbitral proceedings in Melbourne defending a US $100m claim for termination of a charter contract for a floating oil production vessel. We also recently acted for a Mongolian mining company bringing proceedings to enforce a foreign arbitral award against an Australian company. We were successful at first instance, and the matter was taken on appeal and heard before the Victorian Supreme Court of Appeal in late March 2011. The case will be one of the first decided in the context of the recent amendments to the International Arbitration Act 1974 (Cth) and will be a key authority both nationally and internationally. The appeal was heard before Chief Justice Warren and Justices Kyrou and Hansen. We are waiting for the result with bated breath (along with the rest of the international arbitration community).

Aside from the ground-breaking, stimulating legal work, there are so many other reasons that make working in the international arbitration team at Mallesons a great idea. Given the nature of the practice area and the global reach of Mallesons, there is plenty of opportunity for travel. There are also opportunities to work hand-in-hand with Mallesons’ international offices in Hong Kong, China, Shanghai and London as we co-ordinate our operations to produce a full service for multinational clients.

In short, Mallesons’ International Arbitration group is an exciting practice at the forefront of the critical developments in the field. In light of recent legislative amendments, we expect that this area will continue to grow. In these exciting times, we intend to maintain our position as the leading Australian firm in this area and consolidate our reputation across the entire Asia-Pacific region.
Almost all marketing decisions are impacted by an escalating number of legal issues and risks associated with marketing activity. Working in the area of marketing law essentially involves assisting clients with whatever legal issues may arise in the context of their marketing activities.

The specific legal issues which need to be addressed for any particular matter will depend on the nature of the client’s marketing activities. For example, the requirements of the various State and Territory trade promotions regulations will need to be addressed if the client is proposing to conduct a trade promotion; privacy issues will need to be appropriately dealt with if the client is proposing to conduct a campaign which will involve the collection of personal information from individuals; trade practices, intellectual property and defamation issues will need to be identified for proposed advertisements and promotional material.

In some cases the industry in which the marketing activities are being conducted is also relevant. For example, a marketing activity which concerns the labelling content for a particular product may be subject to industry-specific labelling requirements.

While a particular marketing activity could potentially call on expertise from any area of legal practice, as a marketing lawyer you need to be a specialist in at least the areas of law most relevant to marketing activity. These include:

- trade practices (in particular the misleading and deceptive conduct provisions in Part V of the Trade Practices Act);
- intellectual property (in particular copyright and trade mark law)—for example to advise in relation to brand protection and copyright issues relating to promotional materials;
- general contract law—to advise on all sorts of marketing-related agreements; and
- privacy—to advise on compliance with the various privacy, SPAM and Do Not Call Register legislation.

Work as a marketing lawyer at Clayton Utz can be very diverse depending on the nature of your clients’ marketing activities. On one day you may find yourself drafting and negotiating a significant marketing-related contract (such as a sponsorship agreement, signage and hospitality agreement, advertising agency agreement, event management agreement or licensing and merchandise agreement), representing a client in a marketing-related dispute (for example, seeking an urgent injunction to prevent the display of a misleading advertisement by a client’s competitor) and providing advice in relation to the legality of a proposed marketing campaign or specific advertisements (for example, advising on the risks associated with a client’s “green” marketing campaign). The next day you may be advising a client on the application of Part V of the Trade Practices Act or privacy legislation to a proposed marketing campaign, and advising another client in relation to brand and trade mark selection, protection and maintenance. You may need to provide advice on anti “ambush marketing” strategies for a client which is sponsoring a high profile sports event, or even manage an approval process for a client for print, television, radio and internet advertisements, website content, product packaging and other corporate communications.

Whatever the work may be, practising in the area of marketing law requires a high level of legal knowledge, attention to detail and a strong commercial outlook. It is an interesting area to work in and can be very rewarding—particularly when you see the results of your clients’ marketing activities in the marketplace!
Medical Negligence Law.

Laura Vines
Lawyer
Maurice Blackburn

Reflections on working as a medical negligence lawyer...

Injuries from birth trauma; emergency department misdiagnoses leading to death or permanent brain injury; or delayed diagnosis of cancer. These are just a few cases that you might work on as a plaintiff lawyer in medical negligence.

In medicine, like in life, mistakes happen and sometimes things go wrong through no fault of the medical practitioners involved. At other times, however, things go wrong because unreasonable or substandard care has been provided. This may be due to a lack of technical skill or knowledge on the part of the doctor, or because of a failure to properly listen to the patient and appreciate the significance of their symptoms. Sometimes it is due to poor communication or inadequate administrative practices within hospitals or medical clinics which result in a diagnosis being overlooked or in treatment being unreasonably delayed.

It is within this complex and controversial context that the medical negligence lawyer works. As a result, it is a diverse, challenging and deeply engaging area of practice.

Putting together a successful medical negligence claim can be like completing a delicately constructed jigsaw puzzle. Each case is a world of its own requiring rigorous research, creative thinking and detailed analysis.

The daily tasks of a medical negligence lawyer are as diverse and stimulating as the factual scenarios. Routine tasks include taking detailed instructions from clients, pouring over medical records and compiling chronologies, briefing medico-legal experts, consulting with experienced barristers, in-court advocacy and negotiating with the other party’s solicitor. There is also a constant need to conduct research to learn about the injuries, illnesses and treatments that appear in new cases.

A strong capacity for empathy and excellent communication and interpersonal skills are vital in this area of work. The medical treatment and resulting injury is often a highly traumatic and confusing experience in a client’s life. The lawyer needs to find a way to put their client at ease and remain understanding, whilst still eliciting the detailed instructions required.

In addition to running civil compensation claims, our work can also involve representing clients through coronial inquiries. We also assist our clients with complaints to the Health Services Commissioner and advise them about the Medical Board of Australia. This work can be deeply rewarding, particularly when the results lead to increased accountability or patient safety in future.

So if you are looking for a career in law where you will never stop learning and will be able to make a meaningful difference in your client’s lives, then medical negligence might just be the area for you.
If you are keen to practice in an area that offers generalist legal and specialist industry experience, as well as a combination of transactional and advisory work, you might want to consider natural resources and energy law.

At Baker & McKenzie, natural resources and energy lawyers undertake work including:
- advising a range of participants in the Australian oil and gas industry, from upstream producers to energy retailers and large industrial customers;
- advising on the development, construction and financing of electricity, gas, renewable energy and biofuels projects and pipelines;
- acting on significant transactions in the Australian electricity and gas industries (including state government privatisation processes);
- providing advice on proposed and existing laws aimed at addressing climate change;
- working on resources and energy transactions and reforms in foreign jurisdictions, including New Zealand, Singapore, Korea and Japan;
- acting for governments, including the State of New South Wales, the State of Victoria and the Commonwealth of Australia; and
- acting for industry regulators, including the Australian Energy Market Commission and the Commonwealth Department of Climate Change.

Working with clients in these industries requires an understanding of the interaction between a wide range of laws, including contract law, corporations law, mergers and acquisitions law, property law, construction law and banking and finance law, as well as various legislative frameworks that govern sectors of the natural resources and energy industries.

Most natural resources and energy lawyers end up specialising in a single industry, becoming an expert on how a variety of laws apply to, for example, the energy, mining or water industry. They also gain a basic understanding of the technologies used within that industry.

Natural resources and energy law is an exciting area of practice, as the management of natural resources, energy and carbon are major political, environmental and social issues. Lawyers must be across new and impending laws that will regulate clients’ existing energy and resources projects and activities, while also understanding the regulation of upcoming technologies for energy production that clients may seek to employ in a new project or venture.

Natural resources and energy law also has a significant international component. Many resources and energy projects are undertaken by one or more foreign or multinational companies. A lawyer advising on such a project must be aware of the relevant requirements for a foreign client to conduct its business in Australia and for Australian clients to do business overseas. For a Baker & McKenzie lawyer, this often means working with lawyers in our offices around the world and travelling to other countries to conduct negotiations on our clients’ behalf, resulting in further knowledge of international business customs and the application of laws of other jurisdictions.

A career in natural resources and energy law can be a highly rewarding one. The senior lawyers who practice this discipline at Baker & McKenzie, through their years of experience, have strong technical legal skills across a number of areas of law and an excellent understanding of the commercial issues relevant to the resources and energy industries. A career in resources and energy law can also be very satisfying on a personal level as it provides you with the opportunity to work on long-term projects, delivering sustainable infrastructure that will ensure the supply of essential commodities and services well into the future.
Planning & Environment Law.

Andrea Towson
Lawyer
Arnold Bloch Leibler

As an articled clerk, my first experience with planning and environment (P&E) law involved 200,000 chickens, a self-represented litigant challenging a well-respected barrister during the hearing to drink a glass of water that the litigant had placed some chicken droppings in the bottom of (to establish that tank water within a certain vicinity of a chicken farm was in fact safe for human consumption), and attending a site inspection where the Judge’s Associate had to prepare His Honour a cup of tea using a camp stove and billy, given that the subject land was over two hours away from the nearest coffee shop.

After such a colourful introduction to the practice of P&E law, it is hardly surprising that it had me hooked from the very beginning.

What does a planning and environment (P&E) lawyer actually do?
Broadly, a P&E lawyer provides advice to clients in relation to land use and development, including a wide range of environmental issues.

Why P&E law?
As a P&E lawyer, your working life will be filled with variety.

For example, one day you may be acting for a developer running an appeal in the Victorian Civil and Administrative Tribunal, and the very next day you may find yourself drafting high-level commercial advice relating to the provision of suitable native vegetation offsets in order to comply with the requirements of Victoria’s Native Vegetation Framework. It is this variety that makes P&E law such an interesting, exciting, and at times, challenging area of practice—particularly in light of the increasing prevalence of environmental issues in this area of the law.

In addition, the practice of P&E will see you working collaboratively with a wide range of consultants, including town planners, architects and urban designers, as well as experienced Counsel in the case of a VCAT appeal. Provided that you are open and receptive to the opportunity, these experienced consultants and Counsel can quickly bring you up to speed on emerging issues in the area, as well as recent case examples in which they have been actively involved.

ABL’s P&E Practice
Working at a large commercial law firm means that my clients are typically property developers who are seeking planning permission to develop high-rise mixed use developments in the inner-city, or large-scale residential subdivisions on land previously zoned for rural purposes, which has recently been included in Melbourne’s urban growth boundary and can now be developed for urban purposes.

Some examples of P&E matters I regularly work on are:
- environment and planning and risk assessment and due diligence in relation to property acquisitions—both locally and interstate;
- planning permit applications and variations;
- planning scheme amendments;
- planning appeals and litigation, including mediation;
- negotiating and drafting Section 173 Agreements (legal agreements which impose certain restrictions on the use or development of land, which are recorded on title);
- contaminated land issues;
- providing advice in respect of native vegetation offsets; and
- preparing design guidelines and memorandums of common provisions in respect of large-scale, staged residential communities.

What skills does a P&E lawyer require?
A true P&E lawyer is both a generalist and a specialist. As a generalist you need to be able to quickly and accurately identify the relevant issues in a matter and advise on a variety of legal issues, and when required, brief qualified experts in various fields in order to obtain technical advice on behalf of the client. And as a specialist, where you may advise experienced and sophisticated clients on very precise legal questions, such as the precise steps involved in amending a planning permit, or what their remediation and clean-up obligations are under the *Environmental Protection Act*.

A benefit of working as a P&E lawyer in Arnold Bloch Leibler’s property & development group—as opposed to a P&E lawyer in a specialist P&E group—is that you develop an understanding of all aspects of a property transaction—from acquisition and obtaining a planning permit to construction of the development. This strong generalist foundation greatly strengthens your P&E practice, as you have a working knowledge of the various issues your clients will need to deal with both pre and post development.

Finally, a genuine interest in property development, architecture and the environment (as well as an ability to read plans) will certainly enliven your practice!
Thinking outside the square

At Arnold Bloch Leibler, we understand that there is no one-size-fits-all solution to attracting and retaining the best. So when recruiting seasonal clerks and graduate trainees, we look for people who are seeking something out of the ordinary. We value our people who bring a diverse range of skill, talent and experience to the firm. Because today’s clerks and graduate trainees are our future competitive advantage, we offer them opportunities beyond the usual run-of-the-mill experience.

At Arnold Bloch Leibler, we are known for doing things a little differently. As one of Australia’s leading commercial law firms, our philosophy is to look for out-of-the-box solutions.

Katherine Brazenor
“Having completed three seasonal clerkships at a variety firms, it was Arnold Bloch Leibler that appealed to me the most – for its size, its cutting-edge work and the variety of people. There is certainly no ‘typical ABL person’.”

Daniel Mote
“My clerkship at ABL was both rewarding and representative of the work I now experience. I worked closely with my supervising partner, with real responsibility and access to high quality work.”

Nancy Collins
“As a mature age student with a young family, I wanted a firm that would recognise my life experience, value my skills and respect my family responsibilities. Managing work and family can be a challenge, but the culture at ABL makes it much easier than I anticipated.”
Pro Bono Practice.

William Robinson
*Lawyer, Litigation & Dispute Resolution*
DLA Piper (formerly DLA Phillips Fox)

You’ve all heard the stories: big, heartless, greedy law firms, luring unsuspecting graduates into their depths with iPods, bar tabs and the promise of ‘work/life balance’. You may have also heard the well-publicised myth that these contemporary sweat-shops measure time not by hands on a clock, but by six minute units, and that a partners’ idea of ‘pro bono work’ consists of purchasing the occasional copy of the *Big Issue*.

There is some truth to these myths—law firms, especially those at the top end of town, are big; six minute units do exist, but so do clocks; and, I am reliably informed that some partners do buy the *Big Issue*, but more than once—a-year.

Not all large commercial law firms, however, are devoid of compassion and a commitment to pro bono work and human rights. At the heart of DLA Phillips Fox’s pro bono practice, for example, is a true dedication to social justice and belief that lawyers can use their skills, and the law, to help improve people’s lives.

In 2010 alone, DLA Phillips Fox’s lawyers undertook around 25,000 hours of unpaid pro bono work, which equates to approximately $8 million. Each year, DLA Phillips Fox participates in a number of pro bono legal clinics and organisations including the Homeless Persons Legal Clinic at the Koonung Community Health Centre, the North Melbourne Legal Service and ‘Inside Access’, which involves solicitors visiting the Dame Phyllis Frost Women’s Prison in Deer Park. Our firm is also a supporter of anti-death penalty group, ‘Reprieve’, whose current president is actually a lawyer at DLA Phillips Fox!

The type of work graduates and solicitors encounter at these clinics is diverse. Matters might include debt recovery, intervention orders, drink driving, guardianship issues, infringements and housing. A graduate under supervision typically takes conduct of these files and is the first point of contact for the client. For a young or soon-to-be lawyer, this experience is invaluable as it not only provides a sense of ownership and independence on a matter, but a real sense of what being a lawyer is about—people.

DLA Phillips Fox and DLA Piper’s pro bono reach extends around the globe. At present, DLA Phillips Fox has two employees undertaking secondments in Timor-Leste where they are providing commercial legal expertise to the Minister of Finance and advising on matters such as procurement, proposed legislation and the State Budget.

DLA Phillips Fox’s lawyers are also actively involved in DLA Piper’s non-profit subsidiary, New Perimeter, which is a wholly integrated non-profit affiliate of DLA Piper. It was established to provide pro bono level support for projects of a global concern by drawing on DLA Piper’s global networks. Through New Perimeter, lawyers from DLA Piper’s offices around the world have the opportunity to take part in challenging projects such as drafting legislation creating a judicial system in Kosovo, developing a worldwide system of food banks and setting up a human rights centre in South Africa.

As a graduate and lawyer at DLA Phillips Fox (soon to be DLA Piper as of 1 May 2011) participation and involvement in the firm’s pro bono practice is strongly encouraged. If you have a strong interest in pro bono, I highly recommend you apply for a seasonal clerkship at our firm and get involved in the exciting opportunities available.
The likely introduction of a carbon tax, managing and planning for Australia’s growing population, an ever-expanding urban fringe and the political pressure on governments to develop new critical infrastructure...all of these things make it an exciting time to be a planning and environment lawyer.

As a planning and environment lawyer at Freehills, my work can involve any (or indeed all) stages of a project’s lifecycle. From the outset of a project, our team may provide strategic advice in relation to the government approvals required to develop a new power station or manufacturing plant. For large projects which are likely to impact upon the environment, we work closely with environmental consultants and developers undertaking an assessment of a project’s environmental impacts. Where a project is particularly complex or likely to be controversial, the Minister for Planning may refer the project to a planning panel to undertake a public hearing into whether or not the project should proceed. Planning and environment lawyers appear before these panels to present the project on behalf of the developer and respond to community concerns.

At the other end of the spectrum, the planning and environment team at Freehills regularly advises on existing developments or projects. This may involve advising on compliance with planning permits or EPA licences, advising on site remediation, representing a client in an environmental prosecution or appearing before VCAT in a planning appeal. In addition, we conduct environmental due diligence on major corporate transactions such as the takeover of a company with industrial or mining operations or the refinancing of a power plant.

As well as the traditional aspects of planning and environment, the growing global concern over climate change and Australia’s proposed carbon tax means that there is now a unique opportunity for junior lawyers to become involved in a cutting edge area of the law. So far, we have advised clients on matters including compliance with the renewable energy target and the process for trading renewable energy certificates, greenhouse gas and energy reporting obligations and the implications for clients’ businesses on the former Carbon Pollution Reduction Scheme.

Projects—Planning & Environment Law.

Emily Sykes
Solicitor
Freehills

One of the best aspects of being a planning and environment lawyer is the variety of work on offer. Clients ranging from government, local councils and developers, to not-for-profit organisations, seek our input on both advisory and litigious matters. This means that as a planning and environment lawyer, one day you may be representing the developer of a wind farm before a planning panel in a rural town while the next you may be advising a local council on enforcing the planning permit conditions of a local shop.

Environment and planning lawyers also work closely with experts from a variety of fields involved in the development of a project. We regularly deal with environmental consultants, acoustic engineers, planners, members of government departments and agencies, providing an opportunity to expand our professional networks and allowing us to see the project from different perspectives.

The current political focus on environmental, particularly climate change, issues means that the environmental legislative landscape is constantly changing. A significant aspect of our work involves staying on top of new environmental policies issued by the state or federal governments and incorporating this knowledge into the advice we provide to clients. Planning and environmental law is unique in that we are required to consider our client’s needs against a backdrop of not just domestic law, but the broader domestic and international environmental policy framework. For me, it is this aspect which I find most interesting and often challenging.

If you enjoy the interaction of government policy and law and are keen to be involved in a rapidly developing area of law, a career as a planning and environment lawyer could be for you.
Real Estate Law.

Chiara Caputo
Lawyer
DLA Piper (formerly DLA Phillips Fox)

When I tell people that I am a solicitor in the ‘Real Estate’ team, the response is often ‘so you mean conveyancing?’ The answer is a definite ‘no’.

In addition to sales and acquisitions, the Real Estate Team at DLA Phillips Fox provides clients with a range of property legal services. For example:

- running and managing complex transactions
- negotiating documents for projects involving high volume leasing or conveyancing
- structuring and strategic advice
- developments
- tax issues
- legal due diligence
- risk assessment
- contractual issues.

Our clients include property owners and developers, corporate landlords and corporate tenants, trusts, developers and local, state and federal governments.

One of my favourite aspects of working in Real Estate is the practical nature of our work. Our clients are always asking ‘what can we do?’, ‘what can’t we do?’ or telling us ‘we need to do x, how can we do it?!’ We draft the documents and advise on the issues which govern our clients’ day-to-day commercial relationships. It can be very rewarding to walk into a popular retail store, or CBD building and seeing the leases that you drafted or negotiated come to life.

As our matters often involve long-term and expensive investments, we also need to think laterally and anticipate issues before they appear (so that none of our matters make it a couple of floors down to our litigation team!)

With the surge in sustainability initiatives, the property industry is dynamic and constantly evolving. To advise our government and corporate clients on their energy efficiency and reporting obligations, we need to be on top of the economic, social market and political issues that drive the industry.

As a junior lawyer in the DLA Phillips Fox Real Estate team, you will be given responsibility from an early stage. Even as a graduate, I had regular contact with clients and other solicitors and a variety of small files which I managed. It is really rewarding to see your work go directly to a client. You may also work as a member of a team on a large-scale deal. For example, you may be involved in a legal due diligence on multi-million dollar matter involving several practice groups in the firm.

The work in Real Estate is varied. One day at work might involve advising clients on their rights under a lease, researching the application of tax law to a property transaction, or attending a settlement. The next day you might find yourself assisting in drafting and negotiating a lease, assisting in the preparation of a government tender, or attending a client meeting.

As a property lawyer you acquire specialised skills and require a very sharp attention to detail. As a result, you work closely with your seniors to develop your skills. As it is an area which takes a very long time to master, you will constantly be challenged and learn new things. It is also a career that gives you the skills for overseas travel or in-house work, if that’s your thing.

If you are a practical thinker who likes responsibility and want to practice in an area of law where you are constantly learning, I would highly recommend that you try a rotation through the Real Estate team.
EXPERIENCE ON INTERNATIONAL CASES

Join a law firm that is truly going places

Our global network means opportunities to work with world class companies on major projects both here and overseas, to benefit from cutting-edge learning and development programs, and to work alongside some of the best legal minds around.

Join us and take advantage of the opportunities we offer as a firm that is leading the development of the legal profession globally.

So take the first step to an international career and visit the careers section of our website at www.dlapiper.com to learn more about DLA Piper and our Recruitment Programs.

DLA Piper is a global law firm operating through various separate and distinct legal entities. For further information, please refer to www.dlapiper.com
The practice of taxation law at a large law firm involves two distinct and equally important areas of practice: tax law advisory work, and tax law litigation and disputes work.

As a tax lawyer in a large law firm, you would advise a range of clients including blue chip corporate clients, private corporate groups, government agencies and departments and high wealth individuals.

A tax law advisory practice primarily involves advising clients in respect of anticipated or contemporaneous transactions. It is the role of the tax lawyer to advise on the possible tax consequences of a transaction and to advise on alternative structures of the transaction. The tax advisory lawyer may also be asked to advise on the taxation consequences of transactions which have already taken place. Tax lawyers are required to have strong knowledge of other areas of law that touch upon their practice, including corporations law, commercial law, property law, trusts and equity. Tax lawyers work closely with lawyers in other practise groups and often receive instructions from internal clients, ie, other lawyers at the firm.

Tax disputes lawyers are required to advise on tax law in the context of an existing or possible dispute, usually with the revenue authorities, primarily the Australian Taxation Office, but also the state revenue offices. A tax disputes lawyer may be brought into a matter by a tax advisory lawyer when the matter first becomes contentious. A tax disputes lawyer can expect to advise clients before and during audits, conduct proceedings in the Administrative Appeals Tribunal, conduct proceedings and appeals in the Federal Court and the state Supreme Courts and advise clients in a range of pre-dispute scenarios, including pre-dispute tax settlement negotiations. Accordingly, a tax disputes lawyer is a litigator who specialises in tax.

The work of tax lawyers differs from that of accountants. Tax lawyers do not maintain books of account or prepare tax returns. In fact, many tax lawyers have their accountants prepare their personal tax returns for them! However, tax lawyers often work closely with accountants and engage them as experts to assist within their area of expertise, much as a construction lawyer might engage an engineer or a property lawyer might engage a valuer to assist on certain defined issues.

There is some overlap between certain aspects of the role of a tax accountant and the role of the tax advisory lawyer. Tax advisory lawyers and tax accountants both advise on the tax consequences of transactions. However, there is very little overlap between the role of a tax accountant and the role of a tax disputes lawyer. While tax accountants will attend to the ordinary, day to day tax affairs of a client, once a matter becomes contentious, the services of a tax lawyer are required. This is because lawyers have the requisite legal knowledge and training to not only provide tax advice, but also to advise on complex questions of statutory interpretation, litigation practice and procedure, evidence and other areas of law that may be relevant to the dispute and to conduct the proceedings before the Courts. Importantly, clients do not have the protection of legal professional privilege when being advised by accountants.

Working as a tax lawyer is interesting and challenging as it involves a broad range of other legal issues. Tax law is a vast area of law and there are as many experiences of tax law practice as there are tax lawyers. The practice of tax law includes compliance advice, transactional and structuring advice, negotiations and litigation. Tax law is always changing and it is certainly one of the most technically challenging areas of practice.
One size doesn’t fit all

The usual career path at Clayton Utz is from graduate to lawyer, senior associate or special counsel, and then partner, based on your ability, performance, experience and contribution.

Along the way, you’ll discover more options and chances to increase your skills and legal savvy. And at every step, we’ll be there with you.

So whether you want to step sideways into a secondment, take some time out, explore new fields, or study – you can.

If you want a clear path for your career, we have one.

If you want to create your own path, we’ll give you the tools.

www.claytonutz.com/graduates

Sydney • Melbourne • Brisbane • Perth • Canberra • Darwin
Firm Directory.
Firm Profiles.

The following is a list of many firms that offer seasonal clerkship programs and some details about those programs. Neither the firms represented nor the information provided on them is exhaustive. For more information on many of the firms please go to their individual websites or the Careers section of the MULSS website and download the extended firm profiles. Please note we have endeavoured to ensure that all the information here is correct at the time of printing but strongly advise all students to confirm the dates given for applications with the firms themselves.
**Allens Arthur Robinson**

15 August.

**Main Practice Areas**

Corporate (Energy & Resources, Real Estate, Communications, Media & Technology, Mergers & Acquisitions, Capital Markets), Financial Services & Projects (Banking & Financial Services, Tax, Projects), Litigation & Intellectual Property (Commercial Litigation & Dispute Resolution, Corporate Insolvency & Restructuring, Insurance & Reinsurance, Intellectual Property & PTA), Asia (Greater China, South East Asia)

**Application Information**

Open 13 June 2011  
Due 15 August 2011  
Interviews September 2011  
Offers made 10 October 2011  
Apply via www.aar.com.au/careers

**Signatory to the LIV Seasonal Clerkship Guidelines?**

Yes

**Contact Details**

Tiffany Rogers  
Graduate Resourcing & Development Consultant  
Tiffany.Rogers@aar.com.au  
Level 27  
530 Collins Street  
Melbourne, VIC 3000

**Offices in**

Sydney, Melbourne, Brisbane, Perth, Bangkok, Beijing, Hanoi, Ho Chi Minh City, Hong Kong, Jakarta, Port Moresby, Shanghai & Singapore

**Arnold Bloch Leibler**

14 August.

**Main Practice Areas**

Property & Development, Commercial & Corporate, Litigation & Dispute Resolution, Taxation, Technology, Reconstruction & Insolvency, Banking & Finance, Workplace Advisory, Native Title, Public Interest Law

**Application Information**

Open 18 July 2011  
Due 14 August 2011  
Interviews 5 September 2011 - 23 September 2011  
Offers made 10 October 2011  
Apply via cvMail

**Summer program**

20 - 24 positions, across 21 November - 16 December 2011 and 16 January - 10 February 2012

**Winter program**

10 - 12 positions, 25 June - 20 July 2012

**Signatory to the LIV Seasonal Clerkship Guidelines?**

Yes

**Contact Details**

Leanda Nissen  
Senior HR Consultant  
nissen@abl.com.au  
Level 21  
333 Collins Street  
Melbourne, VIC 3000

**Ph** 9229 9871  
**Fax** 9916 9516

**Offices in**

Melbourne, Sydney

abl.com.au
Baker & McKenzie
30 July.

Contact Details
Gemma Hudson
Talent Management Consultant
gemma.hudson@bakermckenzie.com
Level 19
181 William Street
Melbourne, VIC 3000
Ph. 9617 4200
Fax 9614 2103

Main Practice Areas
Banking & Finance, Commercial Real Estate, Construction, Corporate,
Dispute Resolution, Employment, Environment & Environmental Markets,
Information Technology & Communications, Intellectual Property, Tax

Application Information
Open 11 July 2011
Due 30 July 2011
Interviews 26 August 2011–14 September 2011
Offers made 10 October 2011
Apply via cvMail

Offices in
68 offices in 40 locations internationally

bakermckenzie.com

BJT Legal
31 August.

Contact Details
Stephen Drummond
CEO
careers@bjt.com.au
38 Lydiard Street South
Ballarat, VIC 3350
Ph. 5333 8888
Fax 5333 2901

Main Practice Areas
Family Law, Wills & Probate, Commercial, Litigation, Mortgage/Finance,
Taxation, Corporate Planning

Application Information
Due 31 August 2011
Offers made 10 October 2011
Apply via Post or email

Office in
Ballarat

bjt.com.au

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes
Blake Dawson
19 August.

Contact Details
Jasmine Malki
Graduate Development Manager
(Melbourne Seasonal Clerk & Graduate Recruitment)
jasmine.malki@blakedawson.com
Ph. 9679 3078
Level 26
181 William Street
Melbourne, VIC 3000
Ph. 9679 3000
Fax 9679 3111

Main Practice Areas
Corporate, Employment, Banking & Finance, Insolvency, Tax, Intellectual Property,
Competition & Technology, Litigation & Dispute Resolution, Property & Projects, Pro Bono

Application Information
Open 18 July 2011
Due 19 August 2011
Offers made 10 October 2011
Apply via http://careers.blakedawson.com

Summer program
20 positions, from 23 November – 16 December 2011 and 18 January – 10 February 2012

Winter program
27 June – 20 July 2012

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes

claytonutz.com

Main Practice Areas
Banking, Construction, Government Services, Information Technology, Media &
Telecommunications, Energy & Resources, SIMI (Superannuation, Insurance, Managed
Investments), Transport & Logistics, Utilities, Commercial Law, Corporate law / Equity
Finance, Intellectual Property, Corporate, Mergers & Acquisitions, Native Title, Privatisation
& Corporatisation, Taxation Law, Workplace Relations & Employment Law, Environment
& Planning Law, Debt Finance, Derivatives, E-commerce, Insurance, Major Projects,
Managed Investments, Project Finance, Securitisation, Stamp Duty, Structured Finance,
Superannuation, Construction, Planning & Environment, Property, Administrative / Public
Law, Alternative Dispute Resolution, Civil Practice & Procedure, Corporate / Tax Litigation,
Defamation, IP / IT Litigation, Medico-Legal, Product Liability, Recovery & Insolvency

Application Information
Open 20 June 2011
Due 25 July 2011
Interviews 22 August 2011 – 2 September 2011
Offers made 10 October 2011
Apply via cvMail

Summer Program
20 positions, 28 November – 16 Dec

Winter Program
20 positions, 25 June – 13 July

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes
Cornwall Stodart
29 August.

Contact Details
Annette Crawford
HR Manager
a.crawford@cornwalls.com.au
Level 10
114 William Street
Melbourne, VIC 3000
Ph. 9608 2000
Fax 9608 2222

Office in
Melbourne
cornwalls.com.au

Main Practice Areas
Banking & Finance, Business Transactions, Commercial Litigation, Commercial Property, Corporate Advisory, Defamation & Media, Employment & Industrial Relations, Estate Planning & Asset Protection, Insurance, Intellectual Property & Technology, Reconstruction & Insolvency, Sport & Entertainment, Taxation & Revenue, Wills & Probate

Application Information
Open 15 August 2011
Due 29 August 2011
Apply via cvMail

Summer program
6 positions

Signatory to the LIV Seasonal Clerkship Guidelines?
No

Corrs Chambers Westgarth
21 August.

Contact Details
Sarah Chapman
HR Coordinator
sarah.chapman@corrs.com.au
600 Bourke Street
Melbourne, VIC 3000

Offices in
Melbourne, Sydney, Brisbane, Perth
corrs.com.au

Main Practice Areas
Corporate & Finance (Intellectual Property, Technology & Competition, Taxation, Corporate Advisory, Banking & Finance), Property & Development (Construction, Planning, Environment & Local Government, Property & Infrastructure), Litigation & Workplace Relations

Application Information
Open 18 June 2011
Due 21 August 2011
Offers made 10 October 2011
Apply via www.makingcaredsense.com

Summer program
40 positions, across November - December 2011 and January - February 2012

Winter program
20 positions, June - July 2012

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes
DLA Piper (previously DLA Phillips Fox)
15 August.

Contact Details
Camilla Moore
National Graduate Recruitment Consultant
camilla.moore@dlapiper.com
140 William Street
Melbourne, VIC 3000
Ph. 9274 5000
Fax 9274 5111

Offices in
Melbourne, Sydney, Brisbane, Canberra, Perth (as well as across Asia Pacific, Europe, US, Africa and the Middle East)
dlapiper.com

Main Practice Areas

Application Information
Open 15 July 2011
Due 15 August 2011
Interviews 5 September 2011 – 16 September 2011
Offers made 10 October 2011
Apply via www.dlapiper.com or cvMail

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes

Freehills
19 July.

Contact Details
Carla Ragonesi
Graduate Recruitment Consultant
carla.ragonesi@freehills.com
101 Collins Street
Melbourne, VIC 3000
Ph. 9288 1905
Fax 9288 1567

Offices in
Melbourne, Sydney, Perth, Brisbane, Singapore
freehills.com

Main Practice Areas
Corporate (Mergers & Acquisitions, Equity Capital Markets, Communications, Media & Technology, Energy & Resources), Banking & Projects (Project Finance, Property, Environment & Planning, Project Delivery), Litigation (Competition Law, Projects Dispute Resolution, Intellectual Property, Commercial Litigation), Employee Relations

Application Information
Open 20 June 2011
Due 19 July 2011
Interviews commence 22 August 2011
Offers made 10 October 2011
Apply via cvMail

Summer Program
35–45 positions, across December 2011 and January 2012

Winter Program
15–20 positions

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes
Gilbert + Tobin
22 July.

Contact Details
Emma Garmston
HR Co-ordinator
clerkship@gtlaw.com.au
Level 37
2 Park Street
Sydney, NSW 2000
Ph. 02 9263 4000

Level 39
120 Collins Street
Melbourne, VIC 3000
Ph. 03 8656 3400

Offices in
Sydney, Melbourne
gtlaw.com.au

Main Practice Areas
Banking & Finance, Corporate Advisory, Mergers & Acquisitions, Private Equity,
Capital Markets, Taxation, Communications & Technology, Competition & Regulation,
Litigation, Dispute Resolution, Intellectual Property, Real Estate & Projects, Pro Bono

Application Information
Open 23 June 2011
Due 22 July 2011
Interviews September 2011
Apply via cvMail

Summer program
20 positions, December 2011 – February 2012 (10 weeks)

Signatory to the LIV Seasonal Clerkship Guidelines?
No

Hall & Wilcox
26 August.

Contact Details
Miranda Cawse
HR Advisor
miranda.cawse@hallandwilcox.com.au
Level 30
600 Bourke Street
Melbourne, VIC 3000
Ph. 9603 3555
Fax 9670 9632

Office in
Melbourne
hallandwilcox.com.au

Main Practice Areas
Accident Compensation Litigation, Banking & Finance, Commercial Dispute Resolution,
Competition & Trade Practices, Corporate & Commercial, Employment, Environment &
Sustainability, Financial Services, Franchising, Retail & Distribution, Insurance, Intellectual
Property, International Services, Private Clients, Property, Planning & Construction,
Restructuring & Turnaround, Superannuation, Taxation, Technology

Application Information
Open 18 July 2011
Due 26 August 2011
Interviews commence 19 September 2011
Offers made 10 October 2011
Apply via cvMail

Summer program
8–10, December 2011

Winter program
8–10, July 2012

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes
Herbert Geer
31 August.

Main Practice Areas

Application Information
Due 31 August 2011
Interviews 19 September 2011 - 5 October 2011
Offers made 10 October 2011
Apply via cvMail or www.herbertgeer.com.au

Summer Program
12 - 14 positions, 28 November - 23 December 2011

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes

Contact Details
Kathryn Bonning
HR Consultant
kbonning@herbertgeer.com.au
Level 20
t385 Bourke Street
Melbourne, VIC 3000

Offices in
Melbourne, Sydney, Brisbane

holdingredlich.com.au

Holding Redlich
1 August.

Main Practice Areas
Corporate & Commercial, Property & Projects, Commercial Dispute Resolution, Personal Injury, Superannuation & Funds Management, Employment & Industrial Relations, Family Law

Application Information
Due 1 August 2011
Offers made 10 October 2011
Apply via email covering letter, brief CV and a copy of academic transcripts

Summer Program
up to 12 positions

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes

Contact Details
Jane O’Keeffe
Senior Human Resources Officer
clerkships@holdingredlich.com.au
Level 6
277 William Street
Melbourne, VIC 3000
Ph. 9321 9999
Fax 9321 9900

Offices in
Melbourne, Sydney, Brisbane

Seasonal Clerkship Guide 2011
Hunt & Hunt
5 August.

Contact Details
Marnie Harper
Office Manager
mharper@hunthunt.com.au
Level 26
385 Bourke Street
Melbourne, VIC 3000
Ph. 8602 9200
Fax 8602 9299

Offices in
Melbourne, Sydney, North Ryde,
Adelaide, Shanghai

hunthunt.com.au

Main Practice Areas

Application Information
Open 4 July 2011
Due 5 August 2011
Offers made 10 October 2011
Apply via email cover letter, resume and most recent academic transcript

Summer Program
4 positions, December 2011

Winter Program
4 positions, June/July 2012

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes

Johnson Winter & Slattery
19 July.

Contact Details
Sallie Emmett
Professional Development Manager
sallie.emmett@jws.com.au
GPO Box 2649
Adelaide, SA 5001
Ph. 08 8239 7111
Fax 08 8239 7100

Offices in
Sydney, Perth, Melbourne, Brisbane,
Adelaide

jws.com.au

Main Practice Areas
Corporate, Competition, Energy, Resources & Infrastructure, Taxation, Dispute Resolution, Insolvency & Reconstruction

Application Information
Open 20 June 2011
Due 19 July 2011
Interviews mid August 2011 – 1 October 2011
Apply via www.jws.com.au/submit_your_cv.php with cover letter,
CV and current academic transcript

Summer Program
4 positions, November – December 2011 and February 2012

Signatory to the LIV Seasonal Clerkship Guidelines?
No
Kliger Partners
1 August.

Contact Details
Davina Onas
Human Resources Manager
donas@kligers.com.au
Level 2
280 Queen Street
Melbourne, VIC 3000
Ph. 8600 8888
Fax 8600 8899

Main Practice Areas

Application Information
Open 27 June 2011
Due 1 August 2011
Interview commence mid August
Apply via seasonal@kligers.com.au with cover letter, CV and current academic transcript

Summer Program
3 positions, 28 November –16 December 2011

Winter Program
3 positions, 25 June–13 July 2012

Signatory to the LIV Seasonal Clerkship Guidelines?
No

Maddocks
31 July.

Contact Details
Sally McCarthy
Graduate Co-ordinator, People and Culture
sally.mccarthy@maddocks.com.au
140 William Street
Melbourne, VIC 3000
Ph. 9288 0555
Fax 9288 0666

Main Practice Areas

Application Information
Open 20 June 2011
Due 31 July 2011
Interviews 5 September 2011 - 30 September 2011
Offers made 10 October 2011
Apply via cvMail

Summer Program
8-10 positions, November /December 2011 and January /February 2012

Winter Program
8-10 positions, June /July 2012

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes
Maurice Blackburn
19 August.

Contact Details
Lauren Cations
Human Resource Co-ordinator
LCations@mauriceblackburn.com.au
Level 10
456 Lonsdale Street
Melbourne, VIC 3000
Ph. 9605 2700
Fax 9258 9600

Offices in
Melbourne, Dandenong, Geelong, Frankston,
Mildura, Reservoir, Ringwood, Sunshine,
Traralgon, Wangaratta (and others around
Australia)

mauriceblackburn.com.au

Main Practice Areas
Asbestos Diseases, Class Actions, Employment & Industrial Law, Commercial, Medical
Negligence, Public Liability, Road Accident Injuries, Social Justice Practice, Superannuation
& Insurance, Will Disputes, Work Related Injuries

Application Information
Open 25 July 2011
Due 19 August 2011
Apply via cvMail

Summer Program
November/December 2011
Winter Program
June/July 2012

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes

Mallesons Stephen Jaques
19 July.

Contact Details
Emma Hunter
Graduate Resource Consultant
emma.hunter@mallesons.com
Level 50
Bourke Place
600 Bourke Street
Melbourne, VIC 3000
Ph. 9643 4000
Fax 9643 5999

Offices in
Sydney, Melbourne, Brisbane, Perth,
Canberra, Hong Kong, Beijing, Shanghai

mallesons.com

Main Practice Areas
Banking, Capital Markets, Competition/Antitrust, Corporate / M&A, Employment Law &
Industrial Relations, Energy, Resources & Projects, Funds, Government & Public, Insurance,
Intellectual Property, Litigation & Dispute Resolution, Private Equity, Professional
Services, Real Estate, Construction & Environment, Taxation, Superannuation & Pensions,
Technology, Media & Telecommunications, Human Rights, Pro Bono

Application Information
Open 20 June 2011
Due 19 July 2011
Interviews mid August 2011 - end August 2011
Offers made 10 October 2011
Apply via www.mallesons.com /careers

Summer Program
60 positions, across December 2011 and January 2012
Winter Program
30 positions, July 2012

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes
Middletons
18 August.

Main Practice Areas

Application Information
Open 18 July 2011
Due 18 August 2011
Interviews 5 September 2011 – 4 October 2011
Offers made 10 October 2011
Apply via www.middletons.com/careers

Summer Program
30 positions, across December 2011 and February 2012

Winter Program
15 positions, June 2012

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes

Minter Ellison
14 August.

Main Practice Areas

Application Information
Open 15 July 2011
Due 14 August 2011
Interviews 7 September 2011 – 22 September 2011
Offers made 10 October 2011
Apply via www.minterellison.com/careers

Summer Program
Approximately 25 positions, 28 November – 16 December 2011

Winter Program
Approximately 25 positions, 25 June – 13 July 2012

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes
Russell Kennedy
29 July.

Contact Details
Angelika Wyrwa
Learning & Development/Graduate Recruitment Officer
humanresources@rk.com.au
469 La Trobe Street
Melbourne, VIC 3000
Ph. 9609 1555
Fax 9609 1600

Main Practice Areas

Application Information
Open 20 June 2011
Due 29 July 2011
Interviews 12 September 2011–30 September 2011
Offers made 10 October 2011
Apply via www.rk.com.au

Office in
Melbourne
rk.com.au

Ryan Carlisle Thomas
3 September.

Contact Details
Allison Fox
HR Administrator
afox@rct-law.com.au
41 Robinson Street
Dandenong, VIC 3175

Main Practice Areas
Personal Injuries (WorkCover, TAC), Institutional Abuse Claims, Employment, Industrial & Anti-Discrimination Law, Family Law, Wills & Probate, Superannuation

Application Information
Open 20 August 2011
Due 3 September 2011
Interviews 10 September 2011–24 September 2011
Offers made 10 October 2011
Apply via email or post cover letter, CV and academic results

Offices in
Melbourne CBD (Little Lonsdale St & Leicester St), Dandenong, Ararat, Ballarat, Bayswater, Castlemaine, Colac, Cranbourne, Epping, Frankston, Geelong, Hamilton, Horsham, Melton, Pakenham, Portland, Warrnambool, Werribee, Wonthaggi

Main Practice Areas
Signatory to the LIV Seasonal Clerkship Guidelines?
Yes

rct-law.com.au
Slater & Gordon Lawyers
26 August.

Contact Details
Cara Ensil
HR Co-ordinator
9602 6932
485 La Trobe Street
Melbourne, VIC 3000
Ph. 9602 6888
Fax 9600 0290

Offices in
Melbourne, Ballarat, Dandenong, Footscray, Frankston, Geelong, Morwell, Preston, Reservoir, Ringwood, Sunshine, Wangaratta (and others around Australia)

slatergordon.com.au

Main Practice Areas
Personal Injury, Private Clients, Family, Commercial & Project Litigation

Application Information
Open 1 August 2011
Due 26 August 2011
Interviews September 2011
Offers made 10 October 2011
Apply via seasonalclerks@slatergordon.com.au with cover letter, CV and latest academic results

Summer Program
5-10 positions, November/December 2011/12

Winter Program
5-10 positions, June/July 2012

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes

Tresscox Lawyers
31 July.

Contact Details
Lisa Filetti
Senior HR Manager
hrml@tresscox.com.au
Level 9, 469 La Trobe Street
Melbourne, VIC 3000
Ph. 9602 9444
Fax 9642 0382

Offices in
Melbourne, Sydney, Brisbane

tresscox.com.au

Main Practice Areas

Application Information
Open 27 June 2011
Due 31 July 2011
Offers made 10 October 2011
Apply via email or www.tresscox.com.au with cover letter, CV and current academic transcript

Summer Program
4 positions, 28 November – 23 December 2011

Signatory to the LIV Seasonal Clerkship Guidelines?
Yes
2011 Seasonal Clerkship Application Deadlines.

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<td>Arnold Bloch Leibler</td>
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Notes.
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who we are?
what we do?
what it’s like to work in a leading commercial law firm?

www.mallesons.com/careers/

* and get ready to go places

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