

2025 CAREERS HANDBOOK



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THE BLACKSTONE SOCIETY'S

CAREERS HANDBOOK

2025



Foreword

**Eloquently Composed by
The Honourable Michael Buss**

President of the Supreme Court of Appeal of Western Australia

Each of you will soon make a transition from your current university education to another vocation. The completion of your studies will mark an ending and a beginning.

It is an ending in that it will mark the completion of many years of hard work, perseverance and success in the education system. You should be proud of what you have done. Your achievements reflect not only your personal endeavours, but also the support and encouragement of your family and friends. It is a beginning in that you will pursue a career, most likely in the legal, academic, government or business sphere. Every kind of legal work is of value and importance. None is intrinsically better or worse than others. This Careers Handbook will provide an insight into some of the many options available to you upon the completion of your law degree. I encourage you to explore a variety of opportunities and identify a pathway which you find challenging and interesting.

Work as a lawyer in any area of endeavour will bring status and financial reward. However, it is not sufficient for a lawyer merely to comply with the general law. A lawyer must be committed to standards of behaviour based upon ethics and best practice. In particular, a lawyer who practises in the legal profession participates in the administration of justice according to law; the courts rely upon lawyers in discharging the courts function; and clients repose trust and confidence in their lawyers. A lawyer must carry out their work with honesty and integrity. That requires moral or ethical strength. Legal ethics are prescribed to a significant extent by professional and statutory rules, contractual terms, tortious duties and fiduciary obligations. However, actual and potential ethical problems for lawyers arise in a multitude of different factual and legal circumstances. Their resolution can sometimes be difficult. The lawyer may need their sense of honesty and integrity and their understanding of the role and function of a lawyer to analyse and resolve the problem. A lawyer must do what is right and proper, in the circumstances, irrespective of the consequences.

The work of a lawyer requires skill and diligence. This includes knowledge of legal principles and their application in a practical context. The work of a lawyer demands constant learning. Some learning is experiential. As with life generally, not everything can be learned from a book or by tuition. There is no substitute for experience. If you are genuinely interested in the law, and enjoy understanding it, both in theory and in practice, you will have a real sense of satisfaction in your work.

These ideals may sound daunting, but do not be discouraged. Strive to do your best. Take heart from what you do well and learn from what you do less well. Do not set too high a benchmark for yourself. Be realistic about what you can do and what you can achieve at particular stages of your career. Ask for help, guidance or reassurance from more senior and experienced lawyers if you are uncertain or unsure about how to proceed or what should be done. Most senior and experienced lawyers will happily provide assistance to more junior and less experienced colleagues. The legal profession is a collegiate body. Participating in social, continuing legal education, pro bono and other activities with other lawyers, including in the context of professional associations, will be personally beneficial to you and others, and will reinforce and renew the profession and its work.

It is important to make time for pleasure and fulfilment outside the law. Work and the law are not everything. Family and friendships give life its true meaning. Maintain existing friendships with lawyers and non-lawyers and develop new friendships. Maintain existing interests outside the law and develop new interests.

I congratulate you on reaching this stage in your current university education and wish you success and happiness in your chosen career.

Welcome

by Herbert Smith Freehills Kramer

I would like to thank the Blackstone Society for inviting HSF Kramer to write a welcome to its fellow members and students as they look forward to their legal career. On behalf of the firm, it is a great opportunity to once again, be the major sponsor of the Careers Handbook – a trusted resource for many of you navigating the application process for graduate positions. Looking for a job can often be a job in and of itself. Coupled with university assignments, and work commitments, the process can at times be overwhelming. It is great to see a student organisation like Blackstone, dedicate time and resources to putting together a comprehensive guide to make this process easier. So a huge congratulations to the team for once again, creating such a valued resource, that I'm sure will be relied upon by many as they embark on the next stage of their career.

It seems like a long time ago that I was walking through the hallways of UWA with very little idea of what life at a big commercial firm would be like or whether it was for me. The truth is – it's very hard to gauge a good sense of what happens inside a law firm (or most other workplaces) until you are well and truly in the thick of it!

So how did I end up in the law? Strangely, from early primary school I thought that I wanted to be a lawyer. I'm not sure why, given at that stage in life, I had probably not even met a lawyer! However, now having had the opportunity and the privilege to work with some terrific lawyers - in terms of being great at their job but also being committed to their colleagues and the broader profession, I can say with utmost certainty that you have so much to look forward to. Regardless of the sector you work in, you will be surrounded by some of the best minds, with a shared respect for the rule of law and a mutual commitment to deliver the best outcomes for clients, and in turn the wider community. It is also an incredibly varied profession – the variety of which I didn't appreciate until I started work. There is so much to choose from, and sometimes overwhelmingly so (I know from experience, having completed four rotations as a junior lawyer before making the decision about what I wanted to do long term).

In my role as Partner and former President of the Law Society of WA, I often get to meet and work with graduates and junior lawyers across the profession. It never ceases to amaze me the varied life





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experiences, hobbies, backgrounds that students come from that shape their perspectives and desires to use their law degree in a way that suits their interests and skills. There really is no “correct” path and you should be encouraged to lean in on the unique perspective that you bring. Always remember that the profession is stronger because of its increasing diversity. Regardless of the path you choose, there are a couple of things that would be helpful to keep in mind.

The first is to have an enquiring mind – in the early stages of your career, you may find that you have lots of questions. Juniors sometimes feel reluctant to ask these questions. However, questions are often the best way to learn and you’ll often find that people appreciate the curiosity. Keep this in mind not only in the early stages of your career, but also as you progress and have the opportunity to cultivate a safe space for juniors who work for you to give things a go and ask their own questions.

The second is to be flexible and adaptable – a career is never without its challenges, often the most rewarding moments are borne from the most challenging of times – though this is not always obvious at the time! The ability to embrace and work through such occasions is a skill that I continue to work on and would encourage you to do the same.

Lastly, and in many ways the most critical, be kind and respectful to yourself and to others. Prioritising your wellbeing is crucial to having a substantiable and longstanding career. Being ambitious is not synonymous to having no boundaries. So make sure you make time for yourself, including the things you enjoy and help you to recharge.

I wish you all the best and look forward to welcoming you to the profession!

Ante Golem
Partner, Herbert Smith Freehills Kramer



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Welcome to the 2025 Blackstone Careers Handbook, generously sponsored by Herbert Smith Freehills Kramer!

Life After Law School can be many things: a great unknown, a defined path, or somewhere in between. Whether you're embarking on your Juris Doctor or Master of Legal Practice journey with a clear goal, or are still exploring your options, the road ahead can feel daunting. With such a wide range of career possibilities, it's not always easy to know where to begin. Addressing this is why we have created the 2025 Careers Handbook, a comprehensive resource designed to support you as you navigate the transition from study to professional life.

Within these pages, you'll find insights into a variety of legal and non-legal career pathways, shared by experienced professionals from across Western Australia. As every career journey is unique, we have included perspectives from the full spectrum of the legal profession: from large commercial firms and boutique practices, community legal centres, the judiciary, academia and beyond. In doing so, we aim to equip you with a well-rounded view of the avenues available to you after your law degree. Also featured are articles which offer a glimpse into different areas of the profession, including life as a graduate at a global law firm, a day in the life of a barrister, and what it's like to pursue a career in academia. These candid anecdotes are designed to both inform and inspire, drawing on the lived experience of those who have walked the path before you.

For those currently considering clerkships or graduate positions, the Handbook is an invaluable starting point. It offers guidance through each stage of the recruitment process, from submitting applications and attending interviews, to receiving offers and starting your career. You'll gain practical insight into the skills and qualities firms are looking for, and what distinguishes their cultures. As we recognise the growing interest in international careers, we have also included a helpful guide to admission pathways both in Australia and overseas. While we hope this Handbook offers both inspiration and reassurance, we also encourage you to take initiative in shaping your career. Use it as a springboard to explore further - connect with professionals, attend firm presentations, participate in Blackstone's career development events, and stay informed about industry trends.

This publication would not have been possible without the dedication and collaboration of many. Our heartfelt thanks go to the Blackstone Careers and Marketing portfolios for their outstanding efforts in putting this Handbook together. We are also deeply grateful to the many professionals, lawyers, and members of the judiciary who contributed their time and insights. A special thanks to the Hon Michael Buss for their generous contribution to the Foreword. And of course, we sincerely thank Herbert Smith Freehills for their ongoing support of the Blackstone Society, this Handbook, and UWA law students.

We hope you find the 2025 Blackstone Careers Handbook a valuable companion as you explore the many exciting directions your law degree can take you.

We wish you every success in your journey beyond law school.

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Careers Toolbox & Practice Group Insights

The Careers Toolbox is to assist you through application processes. The Blackstone Careers team have set out techniques for applications, writing cover letters and CVs, attending interviews, clerkships and graduate recruitment, and the important dates for 2025.

Various lawyers have also provided insights into their respective practice areas which will be useful for your career planning and applications.

We hope the Careers Toolbox is useful during the application process, as well as in the future. The Blackstone Careers team has organised a variety of Careers Presentations during Semester One to supplement the information provided here.

If you have any questions throughout the year, please do not hesitate to ask a Blackstone Committee member.

CLERKSHIPS

What is a clerkship?

A clerkship is an employment experience in a law firm or government department over the summer or winter university breaks. They tend to run for between two to four weeks and are generally paid.

Clerkships provide students with an opportunity to gain an insight into what practical legal work is like and hopefully, find the working environment that suits them best. Students are given the chance to see how one works and operates in a professional environment. Firms will often offer graduate positions to high performers. Exposure to a variety of firms helps you to decide the career path you wish to pursue.

Clerkships are regarded as important because many of the large international and national firms tend to only hire graduates that have completed a clerkship with them. However, it is also critical to note that completing a clerkship does not guarantee a graduate position at the firm.

Clerkships can give you an insight into the areas of law that do and do not interest you. Some students may even realise that practicing law isn't for them after completing a clerkship, which shouldn't be alarming as a law degree provides students with so many other opportunities. Completing a clerkship will still give students invaluable real-life experience and skills that will help them regardless of which career path they pursue.

It is open to all students to apply for clerkships (depending on the firm). However, preference is generally given to those students in their

penultimate year of study.

If you are a non-penultimate year student, be sure to explain why you did not apply in your penultimate year or why you are applying early. Spend some time and do your research in order to determine which firms would be best to apply for.

What to expect?

You will be given real work for real clients. You may be given tasks including sitting in on client meetings and taking notes for your supervisor, attending court, drafting correspondence, researching case law or legislation on complex issues and writing memorandums detailing your findings.

If you work for government departments, professional service firms or in other internships, your work will vary. Expect the work you are given to be quite different from what you have learnt at university and embrace it! Don't forget that a clerkship is also an opportunity for you to figure out whether you would want to start your professional career with that firm or in that area of law.

What is expected from you?

Firms do not expect their clerks to know everything. Firms will run a number of training workshops related to research skills, getting to know the firm's resources, letter writing and drafting memorandums. These exercises will provide you with useful tips and skills, which can be transferred into the remainder of your university studies and future careers.

It is important to be yourself! Firms want to see how you fit in their culture and whether they should invest more time and effort into you. Being yourself is also important for you to determine whether or not that firm is a place where you see yourself working and thriving.

It is also expected that you will work hard and put in effort to meet and get to know the staff. It is important that you are enthusiastic and keen to learn more about the firm, even though the work can sometimes be tedious or difficult. It is also important that you're professional and courteous (and that you handle yourself properly at Friday night drinks and social functions...).

Buddy System

A lot of firms have a buddy system in place, which means you will be paired with a younger employee, usually a graduate or junior lawyer. You will be partnered with them throughout your clerkship. Your buddy is there to help you with any questions you may have and to assist you when you need it. Don't be afraid to ask questions – your buddy was in your position not too long ago. Be sure to interact with your buddy and ask them to coffee if they don't ask first!

Social Gatherings

Clerkships aren't just about working! Many firms will organise social events which provide a good break from all stresses of work and socialise with the wider community of the firm. You are likely to attend at least one Friday night drinks in the duration of your clerkship. If your clerkship is in December, you will likely attend the firm Christmas party and if you're clerking in either January or June, the firm will likely host a sit-down dinner or celebration of sorts. It is important to make the most of these events. They are great opportunities to meet people from other practice groups in the firm and help you to get to know the firm

culture and determine whether you would be a good fit at the firm. BUT, it is important that you behave professionally at all social events, you do not want to be that clerk who was too intoxicated or inappropriate at a social event.

GENERAL TIPS

The Night Before

Make sure that you have set your alarm and held the train or bus timetables, you do not want to be late on the first day of your clerkship. Make sure you have an early night because you want to feel fresh and ready to go - first impressions count!

Dress Code

Most firms have a corporate attire dress code. This means suits including a tie or a mid-length dress or blouse with blazer and dress pants. Some firms don't require their staff to wear ties, but we recommend that you wear a tie on your first day. Be sure to bring a tie to work every day, just in case you need to go to court or a client meeting.

It is recommended that you bring a blazer with you every day in case you are required to attend a client meeting or court.

It is normal to feel nervous on your first day

Don't be! Remember that the firm was confident enough in your ability to choose you, so you should be as well! Your first day will usually consist of getting to know other clerks, familiarising yourself with the technology used by the firm, office tours and being introduced to your practice group.

CLERKSHIP OFFERS DAY

What happens on offers day?

Offers Day is a set date where clerkship offers are given for almost all firms, you will usually know well in advance what day that is. Usually, the time for offers is from 9 AM to 1 PM.

What to do on offers day?

First, make sure you have a list (mental or physical) of the firms you prefer and in which periods. Make sure you know what period each firm offers (Summer 1 (Nov – Dec), Summer 2 (Jan – Feb), and Winter (Jun – July)). You will usually be asked to give a ‘period preference’ either prior to or after your interview at a firm. Be sure to have alternatives and be flexible in case you don’t get a certain firm or period.

Second, it is advisable that you wake up early on the day (before 9 AM) as some firms call earlier than 9 AM. Most law firms first give you a call first, usually from a human resources representative or the Partner / Senior Associate who interviewed you. Should you accept the verbal offer, you will receive an email with the contract.

Third, if you have not received a phone call

immediately, do not be disheartened. You have until 1 PM to receive a call and usually if there is a delay it is likely because the Partner is stuck on a client call or is busy.

Do I have to accept the offer straight away?

You do not have to accept an offer straight away. The law firms understand that you may need some extra time to ensure that the period or firm fits with you. You can simply reply with ‘Thank you so much for the offer, can I just get back to you shortly.’ That being said, you should keep in mind that the law firms also have a deadline of 1 PM so as soon as you know which ones you want and don’t want to inform the respective firms expeditiously.

Finally, if you are successful enough (or applied to many) you might have to reject some offers. This is a daunting experience, but rest-assured the law firms are expecting some rejections. If you have to reject an offer or two just make sure you do so professionally. An example could be calling back and saying ‘Thank you so much for your time and the offer, unfortunately I cannot accept it because I have already accepted 3 others (or another reason).’

GRADUATES

I'M AT THE END OF MY DEGREE... NOW WHAT?

A graduate position is an entry-level job specifically designed for individuals who have recently completed their undergraduate or postgraduate degree. These positions are tailored to help graduates transition from academic life to the professional workforce. Graduate programs give you the practical training and hands on experience necessary to aid your entry into the profession. In the legal profession, a firm's graduate program typically goes for 1-2 years.

When do I start thinking about Graduate Positions?

The earlier you plan for your future the better prepared you will be for applying for graduate positions. As a rule of thumb, students should keep an eye on the market from the penultimate year of their degree, in order to make informed decisions about where they want to apply during their final year.

How do I apply?

In most instances, an initial application will require a cover letter and CV. Depending on the firm, you may also have to undertake

personality or competency testing, or answer any questions about the firm, the position and your suitability for the job. Even if you've clerked with the firm you are applying for, some firms may require you to interview again. Others may also host a social event where all applicants can attend and get to know each other.

The majority of private practice firms, in-house legal teams and government organisations offer graduate positions. However, most graduates are sourced from the organisation's previous pool of clerks or interns. This is why the clerkship process is critical to the attainment of a graduate position. That being said, some firms do source graduates on the open market too.

Where can I browse graduate jobs?

In most instances, graduate jobs will be advertised through a firm's website. Like the clerkship process, research is the key to finding the firm and position that suits you. cvMail is a great starting point if you are looking to apply for several positions quickly.

WHAT ELSE COULD I DO?

Not everyone uses their Juris Doctor for a legal career. A law degree is a highly versatile qualification that can lead you to highly rewarding careers in numerous fields. Options to consider might be:

- Accounting
- Advocacy
- Consulting

- Contract management
- Human resources / recruitment
- Investment banking
- Journalism
- Politics
- Public Policy
- Start-ups
- Teaching & academia

Just to list a few...

GRADUATE OFFERS DAY

What happens on offers day?

Similar to vacation clerkship offers, firms will usually start notifying students of offers for graduate positions at 9am on the day. These offers are typically held open until 1pm, however this may depend on which organisation you're receiving an offer from.

What is a priority offer?

Priority offers are now made by many firms to applicants who have previously worked or undertaken a vacation clerkship with that firm.

What is an early offer?

A number of firms offer graduate positions to students after the completion of their vacation clerkship. If you are lucky enough to receive one, it gives you assurance for the year ahead!

What is a market offer?

Some firms also use the standard offer system where all interested applicants are required to submit an application and proceed through an interview process before offers are made.

FINDING HELP

Your Network

Make the most of the people you know! The legal community in Perth is very small and people are always willing to help. Don't be afraid to ask questions during this process, as help is always just around the corner. Your peers, Blackstone and HR departments are all here to support you during the recruitment period.

Perth Law Careers Fair & Mid Year Careers Fair

Building your network is an important skill when entering the workforce. The Perth Law Careers Fair and Mid Year Careers Fair are highly valuable initiatives run by Blackstone's Careers team. At both of these fairs, you will have the chance to meet representatives from the major law firms in Perth. Take this opportunity to find out more about their firms and to ask questions about what they look for in applicants, so you can tailor your applications effectively. You'll make the best impression if you approach the firms with some knowledge and questions ready to go. This Handbook is the perfect resource to gain foundational insight into some firms. The Fair is the perfect chance to clear up any questions you have.

Other Campus Event

In addition to the Careers Fairs, the Blackstone Careers team coordinates numerous events, networking nights and presentations that will give you valuable insights into the recruitment process at various firms.

IMPORTANT DATES 2025

CLERKSHIP RECRUITMENT

Applications open: Monday 23 June 2025

Applications close: Sunday 27 July 2025

**Review and interview: Monday 28 July to
Friday 5 September 2025**

Offers Made: Friday 12 September 2025 (9am)

Offers held open to: Friday 12 September 2025 (1pm)

GRADUATE RECRUITMENT

Offers Made: Friday 18 July 2025 (9am)

Offers held open to: Friday 18 July 2025 (1pm)

ADMISSIONS

At the completion of a law degree, in order to be admitted into practice a prospective practitioner must complete a practical legal training (PLT) course that complies with the training requirements for admission. There are many courses available, including the College of Law, Leo Cussen Centre for Law, Curtin Practical Legal Training and Piddington PLT.

These courses usually run for a year and require a prospective practitioner to complete additional study, whilst obtaining a certain number of hours of practical experience. Upon completion of the PLT course, prospective practitioners are required to file a Motion Paper with the Supreme Court at least two months prior to the proposed admission date.

This requires you to find a legal practitioner to move your admission at the ceremony. For more information, see the admissions section of the Supreme Court website. Within two days of filing the Motion Paper, you must then file a Notice of Application for Admission with the Legal Practice Board of WA, together with a copy of the Motion Paper and other supporting documentation.

Following the receipt of the application, the Legal Practice Board will place the required advertisements and the Supreme Court will write directly to you to confirm arrangements for the ceremony. The Board will file a compliance certificate with the Court, at least seven days prior to the admission ceremony.

Australia

Western Australia

In Western Australia, you are required to have

gained a qualification of either a Bachelor of Laws (LLB) or Juris Doctor (JD). Graduates must then complete their PLT in the form of Supervised Legal Training and Practical Legal Training Course by approved providers. You then make an application for admission. You will then take and sign the oath and sign the Roll. You will then apply for a Practising Certificate to practise law in Western Australia.

Federal Jurisdiction

At a Federal Jurisdiction level, you are required to have gained a qualification of either an LLB or JD. Practitioners are required to be entitled to practice in the Supreme Court of their relevant State or Territory jurisdiction. You must then apply for the entry in the Register of Practitioners kept in the High Court of Australia.

New South Wales

In New South Wales, you are required to have gained a qualification of either an LLB or JD. Graduates must then complete a PLT in the form of Supervised Legal Training or a Practical Legal Training Course by approved providers. You must then lodge an application for admission, take and sign the oath and sign the Roll of Australian Lawyers on the admission day at the Supreme Court of New South Wales where they will receive their Certificate of Admission. After admission you may apply for a Practising Certificate issued by the Council of The Law Society of New South Wales in order to practise law in NSW.

Victoria

In Victoria, you are required to have gained a qualification of either an LLB or JD. Graduates must then complete a PLT in the form of Supervised Legal Training or Practical Legal Training Course by an approved provider. You

will attend a ceremony in the Supreme Court of Victoria where you will take and sign the Oath and sign the Roll. Once admitted, a person may apply to the Victorian Legal Services Board for a Practising Certificate.

South Australia

In South Australia, you are required to have gained a qualification of either an LLB or JD. Graduates must complete PLT in the form of Supervised Legal Training or Practical Legal Training Course by an approved provider. The Board of Examiners must formally accredit these qualifications prior to admission. You must then lodge an application for admission to the Supreme Court of South Australia. Once you have been admitted and sign the Roll of Practitioners, you must apply for a Practising Certificate with the Law Society of South Australia.

International

Europe

Most European countries require both an LLM and LLB. You must then obtain a licence or diploma in one of the European countries which would allow you to practise in another. Membership of individual bar associations are sometimes required by States to use the title of 'lawyer', however, you may still practise law without it.

Hong Kong

In Hong Kong, you are required to be a valid legal practitioner in your jurisdiction of admission and to practise in the jurisdiction for at least three years. Hopeful candidates need to pass the Barristers Qualification Examination (BQE).

Singapore

You are required to be a qualified person (UWA graduate in the top 70% of your class), and a permanent resident of Singapore. You are

required to pass the Bar before undertaking a five month training course in Singaporean law and finally a six month training contract with a law firm. If you have over three years of experience as a lawyer, you can take the Foreign Practitioner Exam to be admitted instead.

Japan

An Australian law degree won't be of much help for practising Japanese law in Japan. You would be required to get dual qualifications. It is therefore more pragmatic to practise Australian Law in Japan as a registered foreign lawyer with the Japan Federation of Bar Associations (JFBA).

New Zealand

Under the Trans-Tasman Mutual Recognition Act 1997 (Cth), as a registered practitioner in Australia, you are also able to practise in New Zealand. Once you are admitted in Australia, you will then need to be registered by the relevant court in New Zealand.

Canada

Gaining admission in Canada is quite difficult. You are required to have your qualifications evaluated by the National Committee on Accreditation in order to get a 'certificate of qualification'. The Committee may require you to sit exams on Canadian Law. You may also be required to complete additional courses at a Canadian Law School. In addition, there are specific requirements for each province, and you will have to undertake an articling program. You may need to do less time in this program if you are experienced as a lawyer in Australia.

United Kingdom

Admission in the United Kingdom requires an LLB or JD qualification. It requires you to take part in a PLT course. Lawyers who have been admitted to practise in Australia are allowed to

practise in England and Wales as solicitors by transferring through the Solicitors' Regulations Authority (SRA) under the Qualified Lawyers Transfer Scheme (QLTS).

United States

The requests for admission vary in the United States from state to state. Generally speaking, either a JD or a Master of Law (LLM) is required before sitting the bar examination in the relevant state. The difficulty of the bar examination varies from state to state.

Secondments

A 'secondment' is where a lawyer or graduate joins an in-house legal team or travels to work at another location. Secondments can range from intrastate, interstate or even international. Some firms may have a national or international presence and you may have the opportunity to work in those offices for various lengths of time.

Secondments are a great opportunity to experience what it is like to work in another country and jurisdiction. Usually, the firm will have processes and policies in place to make the practicing requirements more streamlined. Secondments are also a great way to travel, experience different cultures, and learn how your area of law is practised in different places.

APPLICATIONS

What do you need?

- **ACV**
- **Cover Letter**
- **Most Recent Academic Transcript**



Additional Questions

Some firms will require you to answer additional questions as part of their application process. These questions are designed to find out more about you and your achievements, what you can offer the firm, why you decided to pursue a career in law and questions about your level of industry awareness. Further, some firms' additional questions are an alternative to cover letters. Your answers are your only chance to showcase your personality and make an impression to earn an interview. First impressions go a long way, so make sure you sufficiently spend enough time answering the question. As a law graduate, you must write clearly and persuasively, so demonstrate this.

Typical questions will involve asking you about specific situations, usually outside of university and your studies. For example, they may ask, 'what do you feel is your greatest achievement, and what challenges did you face in achieving it?' In other situations, your responses should convince the firm or organisation that you are interested in pursuing a career in law and your willingness to work with that firm or organisation. Such questions may include 'what is your motivation for seeking a career in law?' or 'what has attracted you to this firm or organisation?' Additionally, some questions are asked for the firm to get to know you better. Your answer should try to capture what you truly enjoy doing outside of study. For example: 'tell us something outside of the law and your studies that you are passionate about.'

Firms and organisations want to know that you are interested in the industry and that you will be able to assist their clients and provide innovative solutions. It is important that you conduct research in preparation for these questions. Some example questions may be: 'identify a current commercial or legal issue that has attracted your attention recently. Why do you consider it important / why does it interest you?' or 'Who are the key stakeholders and what are the implications for those concerned?'

Online Testing

In addition to a written application, several firms conduct online testing. The purpose of these tests is to assess your personality, your intellectual quotient (IQ), your emotional quotient (EQ), and to gauge how you deal with pressure. These tests can vary widely depending on the firm, and you generally cannot prepare for them. If you are therefore asked to complete a test, it is recommended that you give yourself ample time to do so, as online testing can be time-consuming. When completing online testing, ensure that you find a quiet place where you will not be distracted. Finally, a good tip is to space them out and do them with a clear head. Do not try to 'smash them out' all in one day or back-to-back. After all, they are part of the assessment process.

Application Tips

1. First impressions count!! Your written application is the first impression you give to a firm so give it everything!
2. Ensure you have addressed your cover letter to the correct firm and person to whom you're applying. The last thing you want to do is miss out due to silly mistakes like addressing your cover letter to the wrong person/firm.
3. Make sure to address the selection criteria the firm outlines. These are usually stated on their website.
4. Avoid writing a generic cover letter and using it for multiple applications. Each firm has different values, and you want to ensure that you are tailoring each cover letter to each firm.

Networking Events

Many firms host a networking evening or a cocktail function as part of their application process. Firms will usually invite candidates that have been successful in receiving an interview with the firm.

These events are designed to see how you interact with the firm's employees in a social environment. They provide the firm with a good opportunity to get to know you in a more relaxed setting, away from the stresses of the interview room.

At these events, it is best to speak to as many people as possible as doing so will help you to gain an understanding of the culture at the firm. It is also important to meet other applicants as this demonstrates that you are sociable, and these people may even become your future colleagues.

Networking Tips

- Always wear corporate attire;
- Be on your best behaviour. Don't be 'that person' who drinks too much;
- Make sure you try to mingle and meet new people;
- Just be yourself! The firm has chosen you to be part of this stage of the recruitment process for a reason; and
- Be polite and courteous to everyone. This includes the other applicants and wait staff, firms do not take lightly to discourteous behaviour.

CRAFTING YOUR CV

WHAT IS IT?

A Curriculum Vitae (CV) or Resumé is a brief account of a candidate's education, employment history, qualifications, extra-curricular activities, and hobbies and interests. A candidate's CV is usually sent together with a cover letter and should be tailored to highlight skills and experiences relevant to the firm and position the candidate is applying to. Similar to a cover letter, it is the employer's first contact they have with a candidate and therefore, presentation, format and structure are all essential.

TIPS

1. Use professional language

- Highlight specific skills and qualifications relevant to the firm's application criteria.
- Keep your CV to two pages in length if possible.
- Proofread your CV, ask your family and friends to read over it as well. Spelling and grammatical errors can detract from the quality of your application.
- There is no single correct structure to use. Pick a professional format that you like and ensure you are consistent throughout your CV.
- Use headings to divide your CV into sections, such as education, work experience, achievements and interests.
- Avoid using large paragraphs for descriptions.
- Use short sentences and bullet points.
- Do not include a picture of yourself.

2. Personal Details

You should include your full name, address, contact number and email address.

3. Education

You should outline your education history in reverse chronological order and include the name of the course, the institution and

length of study. For tertiary study, you should include your GPA and/or WAM. Feel free to include your secondary study, including your university entry mark.

4. Employment History

If you have extensive and relevant past experience, you may decide to include this first. You should outline all your relevant work experience, in reverse chronological order, beginning with your most recent/present employment. Ensure to include your job title, start/finish employment dates, name of employer and responsibilities. Be sure to include the skills you developed and any achievements or accomplishments if you believe they are relevant.

5. Extracurricular

In this section, include your involvement at school and university, alongside any community engagement. Examples include university societies, participating in competitions, sporting team or volunteering experiences. You should highlight the skills you developed in these positions, such as teamwork or leadership.

6. Others

You may decide to include other headings to suit your personal circumstances or which may be particularly relevant to the position or firm you are applying for. You can include other headings such as: Interests, Achievements, Leadership or Completed Courses such as first aid or computer proficiency.

7. Referees

Referees may be included at the end of a CV as a point reference which prospective employers may contact. Referees are usually former or current employers, a teacher, or someone who is able to comment on your work and skills in a professional setting. Try to avoid including personal references, such as family members or close friends. You do not have to include referees and it is sufficient to say 'referees available upon request' under the heading. If you wish to include referees, two is appropriate. Ensure you include the person's name, their position, the company name and their contact number. If you decide to include referees, be sure to ask their permission, inform them of the position you are applying for and the skills they are looking for.

Sample CV

Kindly Annotated by Corrs Chambers Westgarth

Harvey Specter

M: 0400 123 456 | E: harvey.specter@gmail.com

EDUCATION

The University of Western Australia, Juris Doctor

WAM: 77.833

- High Distinction in Contract Law and Torts

2019 – present

The University of Western Australia, Bachelor of Commerce (Business Law, Finance)

WAM: 80.750

- Golden Key Society, member by invitation (top 15% of cohort).

2016 – 2018

Harvard Senior High School, Western Australian Certificate of Education

ATAR: 99.65.

2011 – 2015

SELECTED EMPLOYMENT EXPERIENCE

Florrick Agos, Legal Intern and Paralegal

August 2021 – present

- Placed in Ms Alicia Florrick's construction disputes team. I conduct research and prepare case and legislation memoranda.

Blue Circle Community Legal, Volunteer Paralegal

August 2020 – August 2021

- Conduct client interviews; draft Family Court documents, client letters and Criminal Injuries Compensation claims; conduct legal research in Contract, Equity, Tenancy and Employment.
- Prepare written submissions to the Australian Human Rights and WA Equal Opportunity Commissions and the WA Ombudsman. Research and apply the *Disability Discrimination Act 1992* (Cth) and related case-law.

The University of Western Australia, Sessional Tutor

2019 – present

- Facilitate classroom tutorials and mark assessments for Introduction to Law.
- Developed learning materials and oversaw transition to online teaching as the Head Tutor for Introduction to Law (2020). Achieved a final coursework average mark higher than pre-COVID-19 levels.

SELECTED VOLUNTEER EXPERIENCE

Blackstone Society Representative

2021

- Implemented a range of new initiatives and accordingly achieved a significant increase in student engagement.

REFERENCES

Available upon request

Commented [Corrs1]: Writing your name clearly at the top of your resume makes its very easy for the reviewer to identify the application.

Commented [Corrs2]: Ensure your contact details are correct - and include your LinkedIn profile too, if you have one.

Commented [Corrs3]: Using clear bold headings is a great way to layout different sections of the resume and make it easier for the reviewer to follow and read.

Commented [Corrs4]: Be aware of inconsistent formatting - and make sure the dates are right-aligned throughout your resume.

Commented [Corrs5]: Always include your WAM for your law degree. If you have won any unit prizes or awards, you can also include that information here.

Commented [Corrs6]: As noted above, be aware of inconsistent formatting and right-align the dates. And don't forget to proof and spell-check your resume too!

Commented [Corrs7]: If you choose to include your high school information, highlight any key leadership roles, achievements and exceptional ATAR scores.

Commented [Corrs8]: Consider using the word "Key" versus "Selected" when highlighting your employment and volunteering experience.

Commented [Corrs9]: Consider having some more spacing between the company name and job title (or put on separate lines), to make it easier for the reviewer to distinguish between the two.

Commented [Corrs10]: Using bullet points is a great way to outline your experience in a concise, but easy-to-read format.

It can be helpful to include any key achievements, or demonstrated skills that you have learnt on the job too.

Commented [Corrs11]: Be mindful of too much empty space in your resume, especially between sections.

Commented [Corrs12]: Most firms are interested to learn about your volunteering and extra-curricular activities, so this is a great section to include in your resume.

Consider outlining how many hours/days per week you volunteered in each role.

Commented [Corrs13]: Consider including your referees details, rather than noting they are available upon request.

Make sure the referees are current and, where possible, are people who have directly supervised you.

Commented [Corrs14]: Keep your resume to 1-2 pages max. You may also wish to include some information about your outside interests/hobbies, and your computer/technical skills too.

COVER LETTERS

A cover letter is a job application letter which candidates use to explain to an employer why they are qualified for the position and why they should be selected for an interview. It is the means by which an employer will be able to gain their first impression. This provides candidates the opportunity to make their applications stand out from the rest and show the employer your personality through your writing.

The Essentials

You should set out your personal details in the top right corner of your cover letter. This includes your name, address, email and contact number. Below this, on the left hand-side, you should include the name of the person you are addressing your cover letter to, their position within the firm, the name of the firm and the firm's address.

The use of a heading (in bold) goes a long way in making the cover letter easy to read. Use this to state the position you are applying for – e.g. **RE: Application for 2024 [Firm] Clerkship Program.**

Start your cover letter with “Dear Ms/Mr [Last name you are addressing the cover letter to]”. It is best to avoid addressing them as “Sir/Madam” or writing “To Whom It May Concern”, as it shows that you have not researched the firm. If you are ever unsure, ask the Blackstone Careers team

or call the firm to ask. In most instances, the application will advise you to address your cover letter to a specific person, usually the Office Manager, Head of Human Resources, Managing Partner or Principal of the firm.

The Benefits of a good cover letter

A great cover letter will show off your achievements and focus quite heavily on why you want to work at a specific firm. It highlights how a candidate can contribute to the firm. Further, it shows how a candidate has prepared for their application by researching the firm, the nature of the position and ensuring that they address the selection criteria. Finally, it gives the candidate the opportunity to demonstrate their written communication skill, structure, and clarity of written expression. In an area such as law it is crucial to demonstrate that you are a good writer!

Tips when writing

- Introduce yourself briefly at the start of the cover letter.
- Make sure you state what year of study you're in and when you intend to graduate.
- Keep your cover letter to one page.
- Ensure your cover letter is addressed to the right person.
- If you have a particular interest in an area of law you know the firm specialise in, make sure you mention this. Be sure to mention why it interests you and relate it to the firm.
- Plan and write your cover letters well in advance.
- Highlight your strengths and how you can use these to benefit the firm.
- Write in first-person.
- Ensure you tailor your cover letter to each firm and are satisfying the selection criteria.
- Do not just repeat your CV. Give practical examples building on your CV.
- Proofread your cover letter, get family and friends to read over it as well. Spelling and grammatical can make your cover letter look weak. In some circumstances, minor errors may cost you the position.
- Avoid using big words and colourful adjectives. You should write in plain English; be clear and concise.
- Ensure you send the correctly addressed cover letter to the correct firm (you would be surprised how many people mess up!).

Suggested Structure

1. Introduction

The introduction should outline the name of your degree, how far into your studies you are, the position you are applying for and when you are expecting to graduate. You can also include what your previous / other degree was.

2. The organisation

This paragraph should outline why you are interested in the specific firm. Use evidence to support this, such as sharing similar values with the firm or identifying appealing aspects about the organisation. Additionally, conduct research into the firm, their various practice groups, any people you have met, interesting work that the firm is currently working on, recent matters the firm has completed or recent achievements or awards the firm has received. Be sure to include evidence of the different awards they have won – these can be found in the careers handbook.

3. About you

This paragraph should set out the skills and qualifications you have that are necessary for meeting the selection criteria. You should support this with evidence or examples of your past employment history, extra-curricular activities, and volunteer positions. Ensure you are emphasising your skills. These skills could include attention to detail, leadership, teamwork and ability to manage multiple tasks at one time. Then, provide examples of how you demonstrated those skills in a practical setting. It is good to think of this part as almost answering an interview question about a time you demonstrated a skill. This would allow you to adequately structure your answer in a well-structured way.

4. Conclusion

A conclusion should thank the person addressed for their time and consideration of your application, and state that you look forward to hearing from them. You should sign off with 'Yours sincerely' if you have addressed the letter to someone by their name (i.e Dear Ms. Fortune). Otherwise, sign off with 'Yours faithfully' if you have addressed the letter to someone by their position, if their name is unknown to you (i.e Dear Human Resources Manager).

Sample Cover Letter

Kindly Annotated by Corrs Chambers Westgarth

Harvey Specter
35 Stirling Hwy
Crawley WA 6009
0400 123 456
harvey.specter@gmail.com

Mr Louis Litt
Litt Wheeler Williams Bennett
333 Bay St
Toronto, M5H 2R2

Dear Mr Litt

Application for Litt Wheeler Williams Bennett 2023 / 24 Seasonal Clerkship

I write to apply for Litt Wheeler Williams Bennett's 2023 / 24 Seasonal Clerkship program. I am a penultimate year Juris Doctor student at the University of Western Australia (UWA). I also hold a Bachelor of Commerce degree (Business Law and Finance) from UWA. Litt Wheeler Williams Bennett is a leading firm that embodies excellence across diverse practice groups, and accordingly, I would be immensely privileged for a clerkship position.

I believe I am a suitable candidate, partially because I bring a heightened sense of commercial awareness. As a volunteer for a student-run management consulting charity, I am regularly afforded client interactions where I am responsible for analysing the client's objectives and providing them with a practical solution. A recent example of this was working in a team to design a tailored fundraising strategy for a client that furthered their strategic goals as a health charity in addition to raising revenue.

I also take pride in my strong work ethic, embodied by the length of my commitment tenures. Although I am yet to obtain commercial law experience, I am strongly committed to it. Volunteering at Blue Circle Community Legal exposed considerably to general legal practice. Further, I discovered an enthusiasm for client-focused commercial problem solving through business and consulting. Finally, I found the commercial law units the most engaging at university. Litt Wheeler Williams Bennett is known for excellence across both transactional and litigious practice areas. The above matters lead me to conclude I would value the opportunity to be exposed to an environment where lawyers are challenged to integrate commercial acumen with sound legal advice to provide innovative solutions.

Finally, I am drawn to Litt Wheeler Williams Bennett due to its reputation for fostering a culture of excellence, inclusion, friendliness and respect. In this regard, I spoke to Mr Michael Ross, Ms Donna Paulsen and yourself at the Perth Law Careers Fair, and Ms Katrina Bennett at the Blackstone Society's Speed Interview event. Everyone was eager to promote the supportive and relaxed atmosphere at Litt Wheeler Williams Bennett. Moreover, I understand Litt Wheeler Williams Bennett offers an initial one-year rotation for graduates, in addition to offering opportunities for secondments with leading international firms. A personal goal of mine is to work in a supportive environment whilst pursuing excellence, and it is clear that Litt Wheeler Williams Bennett satisfies this goal.

Thank you for your consideration of my application, and I look forward to discussing it further at your convenience.

Yours faithfully

Harvey Specter

Commented [Corrs1]: Ensure that you double check that your mobile number and email address are correct - so the firm can easily contact you.

Commented [Corrs2]: It is imperative that you address your application to the right firm, with the right address - this information is readily available on firm websites or career handbooks, so no excuses for getting this wrong! Where possible, include the name of the relevant HR contact too.

Commented [Corrs3]: It is good practice to include a subject heading for your cover letter, to clearly indicate what role you are applying for with the firm.

Commented [Corrs4]: Consider saying "I am writing" versus "I write" as this introduction flows a little more smoothly.

Commented [Corrs5]: It is helpful to indicate what year of study you are in - first year, penultimate or final year.

As mentioned in the next sentence, some firms are also interested to know what your undergraduate degree is too.

Commented [Corrs6]: This is quite generic - consider being more specific about whether the firm is international, national or local. Eg. "a leading international firm".

Commented [Corrs7]: Don't forget to proof read your cover letter. This sentence is missing a few key words.

Please also use concise language - it is acceptable to say you "would be privileged" to be offered a clerkship position, versus saying you would be "immensely privileged".

Commented [Corrs8]: Where possible, it is good practice to include an example to support a statement you have made about your skills, experience or traits.

Commented [Corrs9]: Use plain English when writing your cover letter. Don't try to use big words or uncommon phrases like this - keep it simple and straightforward.

Commented [Corrs10]: Consider commencing the paragraph with this sentence, and then outlining why you want to work for the firm with the other points listed in the paragraph.

Also demonstrate your knowledge of the firm by referring to a recent client matter, deal or award that you find interesting and has led you to apply to the firm.

Commented [Corrs11]: By referring to the firm's values, this shows you have looked at their website and/or spoken with employees of the firm. It demonstrates you have invested some time and are interested in getting to know the firm you are applying to.

Commented [Corrs12]: You can easily personalise your cover letter by mentioning you have met employees of the firm at campus events, or attended a firm-sponsored event. This further demonstrates your interest and engagement with the firm.

Commented [Corrs13]: It is good practice to format your cover letter to fit on one page. And signatures are not required for applications uploaded online. You are now good to go!

Interviews

INTERVIEW OFFERS

Congratulations on receiving an interview!

The firm now wants to know whether you will be a good fit in their firm. The interview is an opportunity for you to showcase your personality while highlighting your skills, talents, experience, and knowledge of the job. Firms will look to ask you to elaborate on your CV and cover letter to assess your suitability to work at the firm.

TYPES OF INTERVIEWS

Generally, there are two types of interviews, individual and group interviews.

Individual Interviews

Individual interviews are usually conducted by the human resources team along with another member of the firm (often a Partner) in a traditional interview style. Some firms will use a generic question list whereas other firms will speak purely to your CV and cover letter. They are trying to get to know you better and understand how well you could fit within their firm. They are assessing your personality and characteristics and how you would fit into their office culture. They are looking for people they would like to work with, standing shoulder to shoulder. It's important that you remain friendly and smile. In an individual interview you could be asked a range of questions. These can be broken up into two main categories. (For examples check the sample questions below)

First, general or personal. These questions focus on your personality, experience, and achievements. Firms will generally ask you about things you have achieved, why you chose to study law, and things you included in your CV and cover letter.

Second, technical and situational. These questions focus on your ability to overcome adversity and your knowledge of the legal and commercial world. It is best to come in prepared for these questions. Research the firms and run mock interview sessions with friends, family, or colleagues.

Group Interviews

Group interviews are designed to assess your ability to work in a team setting. More often than not, you will be required to discuss a problem scenario or case notes as a group. The problems tend to be generic in nature and often focus on ethics and technical related questions. It is important to communicate effectively with your team members and work together to achieve a common goal. Showcase both your ability to lead and your ability to work well as part of a team. If there is a member of your team who is being shy, ask them for their opinion on the matter and empower them to be included into the group. Be careful not to do this in a condescending way though! There will be one or two 'silent interviewers' present in the room who will observe the dynamics of the team and assess the problem scenario.

BEFORE THE INTERVIEW

Preparation & Research

The interview stage is a great opportunity for you to set yourself apart from the rest. Be diligent and prepare for your interview by conducting research in order to gain a better understanding of the firm. Interviewers will want you to demonstrate your interest in the law, the firm and exhibit a desire to join them. You should conduct research into the firm's culture, what they look for in prospective employees and, if you are told beforehand, the interviewers themselves. Be prepared to answer questions regarding some of the experiences that you have outlined in your CV and cover letter. Further, you should conduct research about the actual job and what it entails. You should have an in-depth understanding of the job description and be ready to express why you are the best person for the role.

The firm's website is a good place to start when putting your applications together. You will find the firm's values, various practice groups, employee biographies, recent transactions and information about clerkships and graduate programs. You may also discover whether the firm engages in pro bono or volunteering activities.

The Australian Financial Review and Lawyers Weekly are also great sources to help you

understand the commercial climate. Many firms will look for candidates that are up-to-date on current affairs, especially those that include clients of the firm.

Be Yourself!

Don't walk into an interview pretending to be someone else. You want the firm to hire you for who you are not the person that you are pretending to be. Who you are is something special. Read through your CV and cover letter thoroughly. Remind yourself of all the achievements and experiences that you have listed and be prepared to share anything you may have learned in a well-structured manner. Be honest. Be confident. Be YOURSELF!

Networks

Use the network of the people you know to ask them questions. This could be your peers, the Blackstone Committee, or relevant HR departments. Talk to people who work or have worked at the firm that you are applying to. Ensure that you are speaking to a range of people to gain a holistic perspective of the organisation. The key is to try to build relationships early and maintain them throughout the year, so your contact doesn't feel 'used' when you need to ask them for help before an interview. Also remember that people love helping one another and that they will feel honoured that you are asking them for their advice and opinion, so never feel afraid to reach out!

The Blackstone Careers Portfolio hosts several networking events throughout the year, and are a great way to meet representatives from the major law firms in Perth. These networking events offer the opportunity for prospective candidates to ask questions about what they look for in an applicant. Candidates should also ask representatives what it is like to work at their firm and how they would describe the firm's culture. These will all form indicators for what the firm is looking for when they are hiring applicants.

Finally, don't be afraid to just cold-call / email lawyers at firms and areas of law you are interested in and ask for a coffee. Be respectful in your approach and don't let any rejections wear you down. These are professionals and

are sometimes just simply too busy to meet up. Most people really enjoy talking about what they do and helping others. Remember they were once in your shoes and know how difficult the process is!

WHAT NOT TO DO IN AN INTERVIEW

- Arrive late;
- Poor presentation, improperly dressed and or lacking in cleanliness; » Bad manners, lack of eye contact;
- Addressing the interviewer by the wrong name;
- Cutting off the interviewer mid-sentence to answer;
- Inability to listen/not answering the questions properly; and
- Having little or no knowledge about the organisation.
- NB: If you have lied on your CV, this will be where you get caught out. It is therefore important to be truthful on your CV so that you speak from experience rather than having to make up a story on the spot!

HOW TO ANSWER QUESTIONS

One method which is widely used is the STAR method. This method is useful because it provides a framework which you can use to ensure you are adequately answering the question :

- **Situation:** Set the scene and give the necessary details of your example.
- **Task:** Describe what your responsibility was in that situation.
- **Action:** Explain exactly what steps you took to address it.
- **Result:** Share what outcomes your actions achieved and reflect on what you could have possibly done to improve.

The best way to prepare for interview questions is to practise. We have included some example questions below, which you can use to practise the STAR method to ace your interview!

Sample Questions

Personal Questions

- Tell me about yourself.
- Where do you see yourself in five years?
- Describe a time you have demonstrated leadership skills?
- What is your greatest weakness?
- Describe a time when you conflicted with another member of a team.
- Describe a time when you were faced with a difficult problem. How did you approach it?
- What has been your most enjoyable unit?
- What has been your least enjoyable unit?
- Tell me about a time you worked under pressure?
- Why did you leave your previous job?
- What is your greatest achievement?
- What is your biggest regret?
- Describe a time when you had to meet a difficult deadline. How did you approach it?

Law Questions

- What has inspired you to take up a career in the legal profession?
- What made you decide to practice in your particular area of law?
- What is a current issue facing the legal profession? How do you see it affecting the future?
- What is a recent commercial / legal issue or case that interested you and why did it interest you?
- Why are you interested in commercial law? (If you are applying for a commercial law position ensure that your answer shows a genuine interest in commercial law)

Firm Questions

- What makes you want to work at this firm?
- What skills can you contribute to this firm and this position?
- How do you see our firm differentiate itself from our competitors?
- If there was one thing you would change about our firm, what would it be and why?
- Why this firm?
- Why this specific area? (If you have expressed an interest in a specific area of law make sure you can answer why)

Potential Questions for Candidates to Ask

- What is the most exciting/interesting part of working for this firm?
- Why did you choose to work here?
- What attracted you to working in your practice group?
- What would an average day as a clerk be like?
- What tasks would a clerk be required to undertake?
- How often is feedback provided?
- Does the firm offer any international opportunities?
- Does the firm engage in any community activities, if so what?
- How would you describe the 'culture' at the firm?
- Does the organisation have policies in place for diversity and inclusion?
- Do you have any advice for someone interested in a career in law?
- How is the health and wellbeing of employees encouraged in the firms?
- Why did you choose to work here?

Towards the end of an interview, the interviewers will most likely ask if you have any questions for them. This is a great way to show your proactive nature and show them that you are prepared. Try some of the questions above to get the ball rolling.

Practice Group Insights

PLANNING, ACCESS & ENVIRONMENT

Ashurst, Lucas Starkie and Natasha Catalano

In our multi-faceted team, we provide holistic advice in relation to all aspects of environment and planning, native title, cultural heritage, land access and real estate issues, arising across Government, commercial and industrial projects, transactions and disputes. In our team, practitioners have the opportunity to work across four diverse streams which work to deliver comprehensive solutions for clients.

- **Environment and planning:** our team provides comprehensive services which cover a wide range of environment, planning and related issues. Specifically, we support environment assessments and risks; obtaining required approvals; ensure projects comply with regulatory requirements; and handle matters relating to contaminated sites, water and waste management, climate change initiatives, sustainability and environment, social and governance issues.
- **Indigenous land law:** our practitioners advise on all issues related to native title, land rights and the protection of cultural heritage. We negotiate agreements with traditional owner groups and assist clients with the

implementation of those agreements.

- **Land access:** our team specialises in facilitating land access for resource, energy and infrastructure projects and offer specialised advice on mining and petroleum legislation. We are skilled in handling matters involving resource interests, overlapping tenure issues, negotiating land access and compensation agreements with landowners, and the compulsory acquisition of land.
- **Real estate:** our team helps clients with the full range of property issues which includes complex tenure and lease issues for their projects and transactions, and working with all the relevant agreements.

In our team, practitioners also have the opportunity to develop both comprehensive front-end and back-end skills. This involves a combination of transactional work such as drafting agreements and handling negotiations (front-end) and contentious work such as preparing for tribunal hearings (back-end), advising on PAE disputes and litigation. Exposure to a combination of work as a junior practitioner allows our team members to develop a wide range of skills early in our career.

Clayton Utz

Practice Group Insight: Corporate

Author: Daniel Martinez, Lawyer

At Clayton Utz in Perth, the Corporate Practice Group is made up of two teams, led by the partners Brett Cohen, Liz Humphry, Mark Paganin and Stephen Neale.

Generally, the Corporate Practice Group has a wide variety of focuses, including general corporate matters, regulatory advice, mergers & acquisitions, equity capital markets and front-end energy & natural resources work. The transactions and projects we work on often require input from other practice areas across the firm, including banking & finance, property, environment and constructions groups. As a result, the group often works closely with many of Clayton Utz's other practice groups, both in Western Australia and nationally.

Corporate lawyers assist their clients with various corporate and regulatory advisory tasks, such as preparing and reviewing ASX announcements, liaising with regulators and interpreting contracts relevant to a client's business. M&A work involves assisting clients as they acquire and sell businesses and companies. The work often involves providing advice on transaction structure, conducting 'due diligence', advising on regulatory matters (including FIRB / foreign investment) and negotiating and drafting transaction documents. In a similar manner, capital markets work involves providing advice on the transaction structure and relevant laws, conducting 'due diligence' to

minimise potential liability and reviewing (and sometimes drafting) offering documents.

I am a lawyer in Brett and Liz's Corporate / Energy & Natural Resources team. The team is made up of two special counsels, three senior associates, two lawyers and two rotating graduates.

The team acts for clients on a wide range of corporate matters and sectors, but in particular there is a focus on the energy and natural resources sectors. The energy and natural resources project work we do (in the mining, petroleum, power generation and distribution, renewable energy and agribusiness sectors) includes advising on acquisitions and divestments, cross-border investment, project development, joint ventures, royalties and streaming arrangements and commodity/utility sales arrangements. Some key matters and areas that the team has recently worked on include:

VOC Group: advised VOC Group on an agreement to sell its entire 25% interest in the Rhodes Ridge Iron Ore Project to Japanese trading and investing group, Mitsui & Co. Ltd. This project is one of the largest and highest quality undeveloped iron ore deposits in the world. The other owners of Rhodes Ridge comprise of Rio Tinto (50%) and AMB Holdings Pty Ltd (25%).

Wyloo joint venture: advising Wyloo, a wholly-owned portfolio company of Tattarang, on the formation of a joint venture



with Hastings Technology Metals Ltd for the Yangibana Rare Earths and Niobium Project. As part of the transaction, Wyloo acquired a 19.99% equity interest in TSXlisted Neo Performance Materials Inc., making Wyloo its largest shareholder. This transaction's multi-disciplinary team involved the banking & finance practice group as well as the Corporate team.

Squadron Energy: the team advised Squadron on its acquisition of CWP Renewables, comprising a broad portfolio of wind, solar and firming projects in New South Wales and Victoria – one of Australia's largest ever renewable energy transactions. The team also advised Squadron Energy on the development of its regasification terminal and proposed gas-hydrogen power station at Port Kembla.

Public M&A transactions via schemes of arrangement: the team has advised a number of companies, including DDH1 (with Perenti and Swick), and Indika Energy, on takeovers by scheme of arrangement. This involves coordinating the efforts of the bidder and target to achieve the desired outcome.

IPOs on ASX: the team has acted on a number of initial public offering and listings on the ASX including Kirkland Lake Gold, Almonty Industries, Metal Tiger plc and DUG Technology. This involves advising the clients on navigating the ASX regulatory regime, as it will often be the client's first exposure to public company requirements.

Canaccord Genuity (Australia) Limited: the team regularly acts in relation to Canaccord's role as lead manager and underwriter on various capital raisings.

As a junior lawyer, you will typically assist in due diligence activities, conduct research to support commercial advice and complete first drafts of transaction documents. Working closely with other lawyers and partners in the team, you will be exposed to cross-border transactions and projects requiring consultation with lawyers in other jurisdictions and in other practice areas. I recommend Corporate as a practice group for people who are interested in a diverse range of matters and who enjoy drafting transaction documents and thinking commercially.

CLAYTON UTZ

TECHNOLOGY, MEDIA AND TELECOMMUNICATIONS

Herbert Smith Freehills Kramer

You've probably seen the alluring abbreviation "TMT" and wondered what this practice group is. Sadly, we have no relation to the 1975 classic by AC/DC, nor are we a group of mutant reptile vigilantes fighting crime from the sewers.

The Technology, Media and Telecommunications (TMT) sector we work in is a fast moving and dynamic area, constantly experiencing change as technology evolves and the law tries to keep up. The Herbert Smith Freehills TMT practice is one of the largest in Australia, with offices in Perth, Brisbane, Melbourne and Sydney, and is one of the only dedicated TMT practices in the Perth market.

Our Perth TMT team has a broad range of expertise in relation to technology and services agreements; artificial intelligence and data; IP ownership and licensing; information security and privacy. We regularly advise clients on the tendering and procurement of software, hardware and related services; the commercialisation of technology and on IT and IP governance.

In the privacy space, our team advises a range of clients on their obligations under privacy legislation. This can involve delivering training sessions and drafting documents to support clients' internal and external practices. The team provides support to our leading Corporate Mergers & Acquisitions team, advising on the technology, privacy and intellectual property aspects of various transactions. Our team also regularly provides pro bono assistance to local and

national clients, recently providing advice on trademark rights protection.

Despite the name, our Perth TMT clients are not limited to technology companies. In fact, we assist clients from a range of sectors including utilities, energy and resources, health, MedTech, tourism, government, and various not for profits. Some of our recent notable client matters include assisting:

- Artrya, an ASX listed health tech company, on the provision of its world-leading artificial intelligence based cardiology diagnostic platform;
- BHP on its rail automation, 4G LTE network and mobile mining equipment projects; and
- the State Solicitor's Office in relation to its transformational GovNext-ICT project.

As a junior lawyer in the Perth TMT team, you will be involved in a variety of tasks including drafting agreements, conducting legal research, attending client meetings, reviewing agreements and corporate documents for potential legal risks and assisting in the preparation of industry relevant presentations. There are also opportunities to go on secondment. Juniors in the Perth TMT team have been placed at BHP and Tattarang in recent years, where they worked closely with in-house legal counsel on a range of commercial matters and developed a greater understanding of each client's business.

INSIDE KWM'S DISPUTE RESOLUTION TEAM

ABOUT THE AUTHORS



JIHOO LEE
SOLICITOR
Perth



VANESSA COUTTS
SOLICITOR
Perth

Jihoo Lee and Vanessa Coutts are solicitors at KWM Perth and have each completed a rotation in the general commercial and restructuring and insolvency team.

WHAT IS DISPUTE RESOLUTION?

The Dispute Resolution (DR) practice group at KWM Perth works on a range of matters across the litigation and arbitration spectrum. This includes advising clients on transactional matters (e.g. employment and construction aspects of M&A or projects deals), to quasi-litigious matters (e.g. advice regarding a contemplated breach of contract), all the way through to contentious matters (e.g. large-scale consumer law class actions and construction or resources related arbitration).

The Perth DR practice group is currently divided into four main teams.

- **General Commercial Litigation:** The General Commercial Litigation team is led by James Wang and as the name suggests, works on a wide variety of matters on multiple areas of law. The team has recently worked on matters including construction / banking disputes, contractual arbitrations, real estate and property disputes, disputes under the *Corporations Act 2001* (Cth) (**Corporations Act**), disputes under the *Mining Act 1978* (WA), administrative law matters, environmental law matters, and defamation matters. The team often works in tandem with other teams throughout the firm to provide advice on proposed transactions and/or mergers.
- **Restructuring and Insolvency:** Sam Dundas leads the Restructuring and Insolvency team. The work is split into two categories: general commercial litigation and restructuring and insolvency work. The general commercial litigation aspect of this practice has a focus on contract, the Corporations Act and

consumer law. For example, the team recently ran a trial in Sydney for a class action, and also ran a trial in the WA Supreme Court concerning the application of an equitable principle to a funding arrangement. The restructuring and insolvency aspect of this team's practice involves advising various stakeholders (such as secured parties, the receiver, the administrator, or the liquidator) in relation to a company under external administration. The work can be non-contentious (for example, providing advice to secured creditors that result in negotiated outcomes regarding the secured party's access to collateral) or contentious (for example, Court applications to resolve disputes between different stakeholders).

- **Construction:** Juliana Jorissen leads the construction team. The work involves acting for principals, contractors and sub-contractors in disputes that arise out of construction contracts. Construction DR works on a variety of disputes, including traditional court disputes, arbitrations, and adjudications. An adjudication is a statutory dispute resolution process created under the WA Security of Payment legislation. Despite the subject matter of construction DR being focussed on a construction context, it is nonetheless an area of law that frequently interacts with other areas of the private law. For example, Construction DR often works with restructuring and insolvency and projects teams when a project company goes insolvent.
- **Employment Relations and Safety:** The Employment Relations and Safety (ERS) practice is led by four partners, Phil Willox, Ruth Rosedale, Giacomo Giorgi and Anthony Longland, who perform work across the entire employment and safety law spectrum. This includes fair work and equal opportunity issues, litigious matters, transactional and executive matters, industrial relations and work health and safety. Employment work can be transactional focussed (such as identifying employment rights and entitlements in a takeover or merger) or disputes focussed, involving advice, Court hearings or Fair Work Commission disputes.

The Perth DR practice group commonly works with other teams across the KWM network, including:

- Intellectual property, taxation, competition and consumer law teams in Sydney and Melbourne.
- Construction DR teams in Brisbane.
- International arbitration teams in Sydney, Singapore, Hong Kong SAR, China and the USA.

WHAT KINDS OF WORK WILL YOU BE DOING?

- 1 There are four types of work you can expect to get involved in. Work in relation to DR aspects of transactional matters. This may include (in a restructuring and insolvency context) reviewing litigation searches and deeds of company arrangement in relation to a company in a corporate group, and thinking about risks associated with litigation spreading to other members of that corporate group. The DR teams often advise other teams in the firm about litigation risks that may arise from a "front-end" transaction.
- 2 Quasi-litigious work. In a general commercial litigation context, this can involve thinking about whether the elements of a particular cause of action (e.g. breach of contract) or a remedy (e.g. an injunction or a decree of specific performance) are likely to be made out if the client proceeds down a particular course of action. This aspect of the analysis is similar to what you would have done in university units such as contract or remedies. However, where it differs from university is that you also need to think about the practical commercial realities of any litigation (in addition to the legal merits of a claim). This involves strategising with the team and the client about their ideal commercial outcome - which might not be as simple as just winning the case! For example, despite the legal merits of the counterparty suing your client for breach of contract, do we want to advise our client to proceed down a different pathway that shuts the door on any possible litigation, if we consider that the counterparty is likely to sue our client anyway given the amount of money the counterparty has invested in the project?
- 3 Litigious work. This is the more conventional work that people commonly associate with DR. The work you will be involved in as a junior include:
 - Preparing research memoranda to the internal KWM team, counsel or the client in relation to the legal and practical issues associated with a problem.



- Preparing first drafts of Court documents (e.g. affidavits, submissions, letters to the Court and procedural documents).
- Reviewing evidence and considering how it supports our position or weakens the counterparty's position.
- Attending conferences with counsel.
- Attending client calls.
- Attending hearings.

It can be rewarding as a junior to 'hold the pen' on the initial thinking and research, and you get to watch your work progress up the chain and be tested by partners, counsel and the Court or tribunal.

- 4 Business development. This can include preparing current awareness updates regarding case or regulatory developments, assisting with client pitches or preparing generic advice in connection with a pitch. In our experience, it can be rewarding seeing a pitch you assisted on leading to work for the team, or seeing your research included in a firm article.



careers.kwm.com/en/graduates-australia

kwm.com

KING & WOOD
MALLESONS
金杜律师事务所

WORKPLACE PRACTICE

MinterEllison

Global organisations and Australia's leading corporations and government entities rely on MinterEllison's top-tier expertise and insights in the areas of employment, industrial relations, safety and governance. They value our responsive, commercial approach. We are curious by nature, diverse in our approach and authentic in our relationships.

Our line of business

Our Workplace practice is recognised as one of the leading workplace and safety law practices both in WA and across Australia. We are truly national, combining the expertise of 140 dedicated employment experts across all major states.

What makes Workplace unique is our expertise in both 'front end' and 'back end' legal practice - which means advising clients on the full spectrum of issues that may arise. This includes:

- 'Day-to-day' employee matters such as:
 - Advising clients on difficult employee issues including performance management, bullying and harassment complaints, discrimination complaints and disciplinary action/dismissals.
 - Conducting investigations or providing legal advice following an investigation into alleged employee conduct.
 - Advising clients and their officers on compliance with safety laws.
 - Drafting employment contracts and reviewing policies and procedures in line with current legislation.
 - Conducting due diligences and advising on the employment-related

aspects of sales of businesses, outsourcings and privatisations.

- Periodic issues such as:
 - Advising employers on enterprise bargaining including the more difficult disputed aspects relating to good faith bargaining and managing industrial action and strikes.
 - Representing employers in employment disputes - including appearing before the Fair Work Commission, WA Industrial Relations Commission and Federal Courts on unfair dismissal matters, adverse action claims, breach of contract claims and post-employment restraint injunctions.
 - Representing employers in safety prosecutions in the Magistrates Court.
 - Advising clients regarding significant workplace law reform, including the impact on their corporate strategy.
 - We also travel across the State to conduct training for employees, managers and Boards on all employment compliance matters.

Our clients

MinterEllison's Workplace practice provides services to public and privately listed companies, all levels of government and government trading enterprises across Australia that you see and engage with every day. You need only look at a freight train in Fremantle, rely on the lithium in your phone battery or turn on a light switch to see the practical influence of our advice in action.

We work closely with HR and safety professionals, internal counsel, executives,

CEO/COOs and occasionally Board members to mitigate risk at all stages of an employment relationship. We appreciate that each workforce is different, with unique characteristics and culture, and pride ourselves on getting to know our clients' operations. This allows us to provide advice that is useful, practical, commercial and readily implemented.

Our practice in WA

Our WA Workplace practice, led by Partners Kathy Reid, Briony Pole and Craig Boyle, is recognised by clients and peers to be among Perth's top tier employment law specialists. With over 70 years combined experience, our Perth Partners have a well-established track record of assisting major WA employers across a variety of industries. We provide advice to a range of WA's largest employers across the resources, construction, transport, agriculture, education, health and government sectors.

At our core, MinterEllison values excellence, curiosity and collaboration. Our Perth practice embodies excellence through our market leading work with organisations such as Rio Tinto, BHP, South32, CBH, Woolworths, Western Power, Synergy and PHI Helicopters. We are trusted by high profile clients to deliver clear, precise and comprehensive advice which our lawyers are known for. We also invest time into building authentic relationships with our clients to develop trust and understanding, and work to become their long term 'trusted advisors'.

We emphasise the importance of continued professional growth and development to ensure that we remain at the forefront of the workplace-law space. Working with our Perth team means having access to extensive training opportunities, both locally and interstate, with a focus on progressing your knowledge and experience. Our market leading Workplace Academy training program combines national education modules

delivered on-line with face-to-face and on the job training. We also see the value in training via secondments, and many of our lawyers have completed secondments in-house with our clients, which in turn helps build their knowledge and understanding of that clients' business needs.

We know that our ability to create positive social impact is strengthened when we collaborate with our community partners. Through our Pro Bono and Community Program, we aim to address unmet community need through the provision of pro bono legal services. Our Perth team has partnered with FORM, a not-for-profit organisation focussed on leading the development of a vibrant creative economy across WA, to provide pro-bono legal services on a range of employment issues. We also provide pro-bono advice on a near weekly basis to a range of services, with a focus on Indigenous Australian, disability and children's services providers.

Throughout MinterEllison's 16-year partnership with the Australian Business and Community Network (ABCN), our people have mentored students from schools in less advantaged areas and in 2022 alone we worked with more than 600 high school students across Australia. Our partnership with ABCN takes many forms including hosting regular mentoring workshops in our Perth Office.

The culture of the Perth team is one of our strengths. Our focus on providing high quality legal advice is supported by our collaborative team environment, fierce curiosity and constructive mindset.

Join our team and gain rich and diverse legal experience while developing enduring relationships with our people and clients.

02

Practical Legal Training

Practical Legal Training is the next step you will take after completing your law degree in order to be admitted as a lawyer.

In this section, we feature profiles from the main practical legal training providers operating in Western Australia.

THE COLLEGE OF LAW

Phone: (08) 9214 0200
waadmin@collaw.edu.au
collaw.edu.au

Ground Floor, Durack Centre, 263 Adelaide Terrace, Perth

How does your course differ from other PLT courses?

At the College of Law, we know life can be busy, so we've designed a flexible PLT just for you. Tailor your learning style and pace to suit your needs. Choose between studying from home or attending workshops in person. Start whenever you're ready, with courses available every month. Study at your preferred time, whether that's early morning or late at night.

How is the course structured?

The PLT course consists of three main parts: coursework, work experience, and continuing professional education.

Coursework

You'll complete five core subjects and pick two electives. No formal lectures, essays, or written exams here. Instead, you'll engage in practical tasks that simulate real legal scenarios, like working on cases, deals, and transactions, just like you would in a law office. Throughout it all, you'll be guided by experienced lawyers.

You'll begin with five days of live workshops, online or on campus, to meet your

instructors and classmates. Then, continue your learning online, with the flexibility to manage your workload.

Work Experience

Get an insight into what it's like to work in a real legal environment. Find and complete either 25 days or 75 days of legal work before, during or after your Practical Legal Training at one or multiple organisations.

Continuing Professional Education

In collaboration with tech start-up Josef, this component prepares you for the future of law. You'll design and create a functioning legal bot to solve real-world legal issues, gaining both technical knowledge and skills for a changing legal world.

When does the course start?

We're the only PLT provider in Western Australia with courses every month, so you can start when it suits you.

How long does the course run for?

Complete the course in as little as 15 weeks if you study full-time. For those with full-time jobs or other commitments, the part-time course takes 30 weeks,

providing a flexible option to fit your lifestyle.

How do graduates enrol?

Enrolment is simple. Just visit collaw.edu.au, complete our online application form in under 15 minutes, and enrolments close one week before the course starts.

What work experiences are students able to choose from?

Choose from 75 days or 25 days with an additional 5-week online program, with a career coach to guide you through job searching, applying, interviewing, and career planning.

Do you provide full-time and part-time options?

Yes, we offer both, with workshops available on weekdays and evenings to suit your schedule.

Where are students able to find more information?

For more information, visit collaw.edu.au/PLT or contact us at (08) 9214 0200 or waadmin@collaw.edu.au.



PRACTICAL LEGAL TRAINING

Choose when and how you
want to learn, connect with
pros and peers and turn
our network into yours.

Get the guide



LEO CUSSENS

**Building 465, 90 South Street,
Murdoch, WA 6150**

Phone: 1300 039 031

pltadmin@leocussen.edu.au

[https://www.leocussen.edu.au/
practical-legal-training-wa/](https://www.leocussen.edu.au/practical-legal-training-wa/)

How does your course differ from other PLT courses?

Some of the reasons people choose Leo Cussen for their PLT:

- Immersive, hands-on training in a simulated law firm environment.
- Guaranteed work placements with leading legal organisations and firms.
- One-on-one mentoring from practising legal professionals.
- Small class sizes for personalised support and feedback.
- Transparent pricing with no hidden fees.
- A strong industry reputation that law firms trust.

How is the course structured?

During PLT at Leo Cussen, you work on client files just like a graduate in a national law firm. You go through five rotations, gaining a diverse set of skills, preparing you to become a well-rounded lawyer.

Our program simulates real legal work, across a variety of practice areas, where you get hands on experience to manage client matters from start to finish. You can choose to attend fully online, or with

a combination of in person and online (blended). All modes include 10 immersive days, which are full days of face-to-face learning where you'll interact with your mentor and other grads.

When does the course start?

We have more than 10 intakes throughout the year and a range of learning modes, including fully online, blended, part-time and full-time options depending on the intake.

Our intake dates for WA can be found here: <https://www.leocussen.edu.au/practical-legal-training/about-our-plt/course-dates/>

How long does the course run for?

Our full-time mode runs for 20 weeks and our part-time mode runs for 30 weeks. The placement or work experience requirement is just 20 days, which can even be completed within the 20 weeks.

How do graduates enrol?

It takes about ten minutes to enrol on our website, which reserves your place in our PLT program, but still allows you to withdraw or defer without penalty.

<https://www.leocussen.edu.au/practical-legal-training/enrol/>

You can also email us at enrolment@leocussen.edu.au or call us at 03 8667 5667.

What work experiences are students able to choose from?

The PLT Program at Leo Cussen is thorough and includes extensive simulated legal work across multiple areas of practice, allowing you to complete your placement/work experience requirement with just 20 days of professional placement.

You can choose to find your own placement with our support along the way, or we can find and organise your placement for you based on your preferences.

Do you provide full-time and part-time options?

Yes we do. We have full-time and part-time options for our fully online PLT course and our blended PLT course.

Where are students able to find more information?

Our website is a great place to start! You can also contact us directly:

- Book a chat with us directly using this link: <https://www.leocussen.edu.au/practical-legal-training/#book-a-chat>;
- We can email you information using this link: <https://www.leocussen.edu.au/practical-legal-training/#email-me-info>
- Call us on 1300 039 031
- Email at pltadmin@leocussen.edu.au

Law Student's Guide to Networking & Building Professional Connections

What's a Professional Network?

A professional network is a group of people you connect with in the profession to share information, advice and opportunities. This includes colleagues, mentors, peers and other professionals. These networks can support career growth and help navigate the legal industry.

What's Networking?

Networking is creating and nurturing relationships with people. It involves meeting new people, engaging in meaningful conversations and maintaining connections with individuals.

What's Not Networking?

Networking isn't about using favours, bribes or guilt-tricking to land a job. It's not just for extroverts and is not meant to be a one-off transactional conversation.

It shouldn't be a source of stress or anxiety—it's about building genuine, supportive connections.



CURTIN LAW SCHOOL

57 Murray St, Perth WA 6000

Practical Legal Training Course Lead

Mark Hemery

mark.hemery@curtin.edu.au

curtin.edu/plt

How does your course differ from other PLT courses?

Curtin University's Graduate Diploma in Legal Practice is delivered in the heart of the Perth CBD and legal precinct, with students benefiting from the close relationship between the Curtin Law School and Murray Chambers. Teaching is conducted by experienced legal practitioners with a strong focus on technical legal skills development. Other benefits include facilitated legal workplace opportunities, including through our in-house John Curtin Law Clinic, the availability of FEE-HELP and scholarship opportunities.

How is the course structured?

The Curtin PLT course is taught in 3 x 8 week periods, referred to as 'study blocks'.

When does the course start?

The Curtin PLT course currently offers two intakes: January and April.

How long does the course run for?

7 months part time via 3 x 'study blocks'.

How do graduates enrol?

Apply online via curtin.edu/plt

What work experiences are students able to choose from?

All Curtin PLT students will engage in a number of exciting experiences such as advocacy days and attending CPD days with Murray Chambers Barristers. With strong industry connections, Curtin PLT staff are on hand to assist in facilitating placements for students. Curtin PLT students also have the unique opportunity to complete their legal workplace experience through our in-house John Curtin Law Clinic.

Do you provide full-time and part-time options?

The Curtin PLT course is delivered part-time. We offer a flexible study program which takes into account students' varying work and family commitments.

Where are students able to find more information?

For more information, visit curtin.edu/plt or reach out to our PLT Course Lead, Mark Hemery, at mark.hemery@curtin.edu.au.



Curtin University

CURTIN LAW SCHOOL

PRACTICAL LEGAL TRAINING

THE CURTIN PLT STUDENT EXPERIENCE

Paris McNeil

"Working full-time as a Supreme Court Associate while juggling my PLT commitments, I have really valued the flexibility and supportive learning environment provided by the Curtin PLT team, as well as the convenience of studying right next to the Courts in the Perth CBD."

It's great to have access to the Advocacy training facilities in the Moot Court, and to learn from both solicitors and barristers working in a range of areas of law. The Curtin PLT course is practical and the learning materials are helping me develop relevant skills which I know I will use in my future career in law."



Surina Maharaj

"I chose Curtin's Graduate Diploma in Legal Practice over other providers' programs, because Curtin emphasised practical learning."

The face-to-face sessions with those engaged in the profession and the fact that it was relatively easy to fit the program in with full-time employment, were also drawcards."



PIDDINGTON PLT

Stephanie Anile, Officer
plt@pidsoc.org.au

<https://www.piddingtonsociety.org/piddington-plt>

Level 17, Exchange Tower, 2 The Esplanade, Perth WA 6000

How does your course differ from other PLT courses?

Piddington PLT is the only programme which is delivered in a face to face environment. The graduate cohort comes together once a month for the delivery of each module, resulting in the opportunity to connect with junior lawyers from all areas of the law. We find the graduates that you complete your PLT with end up being your alumni and the beginning of your referral networks.

The course is focused on real-world problems to help you start your career in the best position you can. Piddington's PLT course also focuses on advancing access to justice through the Piddington Justice Projects that each graduate is required to complete during their PLT year.

The course was designed by and is taught almost exclusively by senior lawyers and the judiciary who have created a course that prepares you for the reality of being a new lawyer in Western Australia. A community of peers and mentors is created who are committed to ethics, professional responsibility and collegiality.

Piddington PLT was born

out of the recognition that some law graduates need opportunities to develop the skills necessary to start their careers as lawyers in a supportive environment.

Piddington PLT connects new law graduates with the profession and judiciary to start their careers focused on advancing justice and collegiality. Piddington PLT graduates build meaningful relationships with like-minded peers across the profession.

How is the course structured?

Piddington PLT is a 10-month program. The year starts with a week Intensive in January, with the last module being taught in September. Depending on the dates for admission, we aim to have you admitted at the October/November admission ceremony. The course delivers a module once a month and requires you to complete 80 days of supervised work experience during the year.

Following the Intensive in January, which covers all the foundational skills associated with practising law, our law related practice area coursework is delivered once a month. Each module

is taught face to face on the first Friday of the month or the following Tuesday and Wednesday evening (for court/tribunal employees) from February to September. Our Criminal Law Practice module is delivered as an intensive week held in the first week of the court recess in July.

When does the course start?

The course starts in mid-January each year.

How long does the course run for?

Piddington PLT runs for 10 months, with an anticipated admission date of November 2026.

How do graduates enrol?

Piddington PLT's first-round application process is open from 1 September 2025 and can be accessed through our website.

What work experiences are students able to choose from?

You are required to complete 80 days of supervised practical legal training work experience alongside our coursework. Placements can be completed through volunteer placements in community legal centres

(CLCs) or in paid roles in CLCs, private firms, for barristers, working for judges as associates/ushers or even a mix of CLC volunteers and paid roles.

Do you provide full-time and part-time options?

Piddington PLT is a one entry start date (January) with the delivery of the course taking place over the next 10 months, so the terms “full time” and “part time” don’t really apply to us. So long as you can attend the modules once a month and complete your 80 days of PLT hours, you can apply to do our course. Please note, not all our Graduates get admitted at the end of year due to needing to finish off their 80 days. So long as your course work is completed, we can accommodate you finishing off your PLT hours in the first half of 2027. More information can be found on our website.

Where are students able to find more information?

Visit our website www.piddingtonsociety.org/piddington-plt or feel free to drop us an email at plt@pidsoc.org.au





Piddington PLT
2025 cohort

REALLY Practical Legal Training

PIDDINGTON

PLT



APPLY TODAY!



FOUR THINGS TO KNOW

1

Piddington PLT is not a box ticking exercise

Graduates face the realities of practice in their placements and the course is developed in consultation with practitioners to make sure they are work-ready. **With Piddington PLT, you hear from people who are working as lawyers today so you know how to be prepared for tomorrow.**

2

Emphasis on collegiality and ethics

Graduates build meaningful relationships and the skills that will span their entire careers. **Employers tell us this is part of what makes Piddington PLT a great course.** Graduates meet and learn from leaders in the profession through our face-to-face course delivery days building those relevant skills and relationships with peers and senior leaders in the profession from day one.

3

Your Piddington PLT Year

Built within the requirements for all PLT courses in Australia, Piddington PLT is unique by virtue of our face-to-face presentations by judges, senior lawyers and subject matter experts. **By learning from leaders of the profession and being paired with mentors, Piddington PLT helps open the door to your legal career.**

4

Access to justice is a driving force for us

Proceeds from all Piddington activities go toward our access to justice projects. These include the Piddington Justice Fund for community legal centres; the Piddington PLT Fund for the CLCs that host Piddington PLT grads to complete their hours required for admission; and, a First Nations legal education fund. We also fund the Christine Wheeler Scholarship and John Chaney Award for new law graduates and law students. **In 2024, our contributions through those and related activities exceeded \$150,000.**

03

Commercial Firm Directory

Gaining experience in a commercial firm offers you an opportunity to develop legal skills and knowledge while working with various practice groups. The experience you receive at these firms goes beyond what is taught in law school.

There is an abundance of commercial law firms in Perth. We recommend that you spend time learning about each firm's practice areas, specialties and culture to determine which firms are the right fit for you.

This section collates firm profiles for our major sponsors outlining this information to assist you in making the right choice.

Beyond the information provided, firm websites are a useful tool to gain a greater insight.

A&O SHEARMAN

Level 12, 2 The Esplanade Perth, WA
6000

Samantha Truong, Senior HR Officer
Kylie Dwyer, HR Manager
Australianrecruitment@aoshearman.com

About the Firm

Firm Practice Groups:

Corporate, Finance, Disputes
& ENRI.

What are your firm's core values?

We strive to uphold our values in everything we do – they are there to guide us in the way we work, in decisions we make and in the way we interact with people.

- **Instinctively thoughtful** - We nurture relationships built on mutual trust, respect, and inclusivity.
- **Collectively ambitious** - We work together to turn opportunity into advantage.
- **Insightfully inventive** - We stay ahead by combining expert insight and imagination.
- **Refreshingly open** - We thrive when we are open with each other, with our clients and to new ideas.

How would you describe your firm's culture?

At A&O Shearman, we know that to achieve unparalleled outcomes for our clients, we must nurture an environment where our people are supported to excel, and truly feel they belong.

Our people make A&O Shearman successful. Teamwork

is essential, so you achieve more than you would alone. We're advancing a workplace where progress is made by harnessing our differences. We nurture a friendly, dynamic, and stimulating atmosphere, where you're cared about for who you are, as much as you're valued for what you do.

For you, it means you can undertake rewarding and challenging work as a member of a diverse and high-performing team. We regularly receive accolades for the outcomes we deliver for our clients, and our client base reflects our status as the third-largest global law firm. As a Graduate, we aim to bring you opportunities you wouldn't find anywhere else – and we empower you to drive your own development by providing access to industry-leading training and development at every point in your career. You will be working on active matters from day one alongside the best award-winning lawyers in the market.

How does your firm distinguish itself from other law firms?

A&O Shearman was the first global elite law firm to commence operations in Australia. The firm is fully integrated with the global A&O Shearman network and now has over 200 top tier lawyers in Sydney and Perth.

At A&O Shearman, we advise on our client's most strategically important business decisions. With a history of advising on complex, Australian and cross-border matters for market leading organizations, we are able to offer the best of both worlds: the expertise and resources of a global elite law practice coupled with seasoned practitioners with Australian and international experience.

A&O Shearman sees the globalisation of the firm as not just a branding exercise. Our fully integrated global financial model, coupled with the quality of our people, means clients are assured of receiving the best advice and a seamless service every time they work with us across the network. Our model also enables us to assemble cross-border teams at short notice, devote resources to a transaction regardless of time zone, and draw on cutting edge expertise from offshore.

Not only do we want you to have an international mindset, but we want diverse ways of thinking and problem solving. This is what makes us able to innovate and relate to clients. For you it means wherever your ambitions lie, we can provide you with the opportunity and the scope to have a career more fulfilling than you can imagine. Alongside this, we offer a world

class training program that provides you with the skills to develop not just as a lawyer, but also as a business professional.

What are some notable awards your firm has recently received?

- Innovative lawyers in digital strategy at the FT Innovative Lawyers Asia Pacific 2024
- Banking & Finance | Chambers Asia-Pacific 2024
- Projects & Infrastructure | Chambers Asia-Pacific 2024
- Capital Markets, Securitisations | The Legal 500 Australia 2024
- M&A Deal of the Year (Stellantis), IFLR Asia-Pacific Awards 2024
- Team of the year – Loans, IFLR Asia-Pacific 2024
- 34 Band 1 rankings (Chambers Asia Pacific and Greater China)

What kind of pro bono work does the firm engage in?

We have a committee comprised of staff from both the Sydney and Perth office that are dedicated to community volunteering and building our pro bono practice. Our local charity partner is Edmund Rice Camps for Kids WA Inc (ERCKWA). This partnership provides A&O Shearman Perth with an opportunity to support a local non-profit community-based organization that serves the needs of children aged 7-16 and their families. ERCKWA provides camps and other recreational and developmental activities for children who

would not otherwise have such opportunities, supporting kids who are 'at risk' or experiencing some form of disadvantage. As part of our partnership with ERCKWA, A&O Shearman staff have attended camps run by ERCKWA, been involved in various fundraising activities, and provided ERCKWA with legal advice.

A&O Shearman Perth's office has also built relationships with other local Western Australian organizations such as the Salvation Army. A&O Shearman has been working with The Salvation Army – Perth division supporting their homeless accommodation centre, The Beacon. This forms the centre of The Salvation Army's Homelessness Services Network, encompassing five services that include: residential accommodation, street to home, community living program, recovery living program, and beacon catering. Our people attend The Beacon throughout the year to run interactive workshops for residents. The goal of the workshops is to help the residents gain some personal confidence and skills about meeting new people in the community, with a focus on attending interviews (either for a job, or even just with a government department about personal issues).

Clerkship Information **During which periods do you offer clerkships?**

We will be running one program during the university summer

break. Our Summer Clerkships are three weeks.

How many clerkship positions are available for 2025?

Dependent on business needs, this year we hosted 11 summer clerks.

What tasks do clerks usually undertake?

During the program you will gain practical experience in one of our practice areas, where you will work alongside partners and lawyers on real deals, disputes, and other client matters. Before you join us, we will ask you to indicate the areas that most interest you – this is a fantastic opportunity to get hands-on experience in an area of law that really appeals to you. In addition to your legal work, you will attend training sessions and presentations aimed at broadening your understanding of our business and helping you to develop the skills you need to be a successful commercial lawyer.

How can a clerk stand out or make a good impression?

If you've got talent and tenacity, it's time you got the kind of exciting, challenging career that you deserve. There's no such thing as a typical A&O Shearman candidate. We're open-minded and are interested in people who share that quality. Naturally, we are looking for individuals who can demonstrate strong academic performance.

Throughout each stage of your application, we'll assess you against the characteristics that make up our competency framework. These are the personal attributes that we believe make people successful at A&O Shearman: mental agility, change agility, solution agility and people agility.

Do you offer clerkships to non-penultimate year students?

NB: These can be First or Final year students

We prioritize penultimate year students, however, do consider first and final year students.

Graduate Job Information

What does your firm look for in a graduate?

We are open minded and interested in people who share that quality. Beyond strong academic performance, we want to see evidence of teamwork, motivation and drive, communication skills, planning and organization, critical thinking, commercial awareness, and commitment - both to a career in law and to a career with A&O Shearman.

How can students apply for a graduate position at your firm?

Law students who complete a clerkship with us will be considered for a graduate role.

How many graduate positions are available in 2025?

Dependent on business needs, although at least four.

Does your firm offer any international opportunities for graduates or junior lawyers?

Yes. We expect our lawyers to have the opportunity to work overseas at some point during their career - cultural awareness, teamwork and a global mind-set are skills that are vital to the success as a lawyer at A&O Shearman.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

If you have been invited to an interview, we already think you have potential, so remember that your interview is an opportunity for us to get to know you better as a person, and vice versa. Naturally, you would want to impress during this time, however, make sure you remember to be yourself and get the basics right.

How can students best prepare for an interview with your firm?

- **Revise and prepare** - Remember to revisit your application before your interview. The interview questions are likely to include details about school and university studies, your interests and achievements, work experience, why you have chosen this career and

why you want to work at A&O Shearman.

- **Understand our requirements** - prepare some examples to show that you have the skills we are looking for.
- **Use the same approach to the preparation in your application for your interview** - use the opportunity to showcase your potential.
- **Stay-up to date** - track business and world events, form opinions, be able to demonstrate the impacts they might have on our business and be prepared to explain them.
- **Make the right impression** - dress appropriately, be on time and enthusiastic.
- **Ask us pertinent questions** - it's a two-way process, so ask insightful questions what will help you decide if we are the right firm for you.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Yes, casual paralegal roles.

How can students find these opportunities and apply?

Applications for paralegal positions will be accepted through our website. You can access the portal via the Australian sub-site of our careers page. Candidates will need to attach curriculum vitae, cover letter and latest academic transcript.

~~Accept~~ *Shape what's next*

Perth Summer Clerkship Applications

Start your career delivering exceptional legal solutions with global opportunities you wouldn't find anywhere else.

At A&O Shearman, we invest in you and empower your personal development - join us for a career where your curiosity and drive will be rewarded. Our applications for the Summer Clerkship Program open Monday 23 June 2025 to Sunday 27 July 2025.

In this 3 week structured program, you will be able to experience our cutting-edge work and collaborative culture.

Don't miss out on your chance to join us next summer!

Apply now

Belong. Excel.



Learn more:
aoshearman.com/careers/australia

Level 1, 50 Kings Park Road, West Perth
WA 6005

About the Firm

Firm Practice Groups:
Corporate and commercial law.

What are your firm's core values?

Excellence: Our commitment to providing excellent legal services and achieving outstanding results for our clients is paramount to us. Our team are industry experts, innovative and commercially focused in delivering tailored legal solutions to meet the needs of our clients.

Innovation: We encourage and reward efficiency, creative thinking and effective solutions. We focus on how we can use new technologies and methods to improve efficiencies, and our agility allows us to continually evolve to exceed the expectations of our clients in an ever-changing legal and technological world.

Culture: Every day we work together to cultivate positive workplace culture underpinned by mutual respect, contribution, innovation and enjoyment. We know that delivering outstanding legal services starts with a happy and healthy team.

Collaboration: We believe that success is best achieved

through collaboration and meaningful relationships – both internally and externally with our extensive network of professional service providers.

Clarity: Our mantra is to provide clarity for complexity. In doing so, we give advice and prepare documents using clear and simple language, without compromising on legal efficacy or professionalism.

How would you describe your firm's culture?

At AGH Law we pride ourselves on providing a genuinely great culture. We don't just talk about it – we are committed to providing a supportive and flexible work environment, where our team enjoy coming to work and can thrive professionally and personally.

One of our core beliefs is that delivering exceptional service to our clients starts with a happy and healthy team, and to do that, we foster an environment where each person is empowered to bring their whole selves to work and to achieve a balance between working hard and enjoying themselves.

A career at AGH Law has the professionalism of a large law firm, with the personality of a boutique law firm. You get

to work on interesting and complex matters with the flexibility that comes with a smaller team, and you will become part of a dynamic, forward thinking and sociable team who enjoy doing things differently as a contemporary and agile law firm. Our team are empowered every day to achieve the career goals that they set for themselves.

How does your firm distinguish itself from other law firms?

We take pride in distinguishing ourselves from other law firms and doing things differently. As a law firm established in 2019, we had the unique ability to design our firm from the ground up.

AGH Law has been designed from the ground up on agility, flexibility and modern technology. We focus on relationships, outcomes and providing outstanding legal services, and we aren't held back by outdated models or systems. We believe that this translates into greater efficiency, transparency and ultimately lower costs and a much more enjoyable experience for our clients and especially our team.

Our culture is incredibly supportive and friendly, and we have a flat structure, so you get to work directly with all of our team members,

from partners to lawyers. As a law graduate, you won't simply find yourself working on small research tasks, you will be working directly with great clients on interesting transactions from the get go.

What significant work has your firm recently undertaken?

At AGH Law we work with a range of domestic and international clients – from large ASX listed and private companies to burgeoning tech startups. Our clients span industries such as energy and resources, technology, life sciences, agriculture, property, food and beverage, fashion and more.

Recent public transactions we have worked on include:

- IPOs
 - Ranked 6th for total IPOs on the ASX in FY 2022
 - Great Dirt Resources Ltd
 - OD6 Minerals Limited
 - TG Metals Limited
 - Omnia Metals Group Limited
 - NickelSearch Limited
 - Dalaroo Metals Ltd
- Capital raisings
 - Various share placements, rights issues, share purchase plans, convertible notes, etc.
 - Swift Networks Group Limited
 - Dalaroo Metals Ltd
 - Yari Minerals Limited
 - Great Dirt Resources

- Ltd
- NickelSearch Limited
- Cycliq Group Limited
- TG Metals Limited
- OD6 Minerals Limited
- Reward Minerals Ltd
- Norfolk Metals Ltd
- Reach Resources Limited
- Antilles Gold Limited
- Marquee Resources Limited
- M&A
 - Consolidated Zinc Limited (sale of zinc mine in Mexico, acquisitions of lithium assets in WA)
 - Reach Resources Limited (acquisitions of rare earth assets in WA)
 - GreenCriticalResources Limited (acquisition of graphite assets in WA as part of a back door listing on the ASX)
 - Marquee Resources Limited (acquisitions of gold and copper assets in the US, sale of lithium assets in Argentina, acquisitions of gold and lithium assets in WA, joint venture with Mineral Resources Limited)
 - Odessa Minerals Limited (sale of diamond assets in WA as part of a back door listing on the ASX)

We have also recently advised the following clients on their non-public transactions:

- Multinational lighting supplier on its shareholders agreement and employee share plan
- Software startup on its

series A capital raising via a US venture capital firm, and implementing a "US flip" to establish its ultimate holding company in the US

- Natural hydrogen explorer on its acquisition of hydrogen assets in South Australia
- Healthcare technology platform on its debt restructure and note conversion
- Dessert manufacturer on its collaboration with a major brand to develop a new health food
- Life science startup on its shareholders agreement and series A capital raising
- Women's fashion brand on its shareholders agreement and capital raising
- Fruit and veg distributor on its joint venture with an Aboriginal corporation

Further, through our AGH Startup Hub, we are frequently advising interesting and innovative startup clients across a broad range of novel and established industries.

What kind of pro bono work does the firm engage in?

AGH Law provides pro bono legal support on an ad hoc basis to individuals and organisations in need, and we actively seek opportunities to give back to the community. We have proudly supported initiatives such as Ocean Heroes and the Claremont Football Club

since our inception in 2019, and regularly contribute to the CERI startup incubator program through legal education and mentorship.

Does your firm provide employment opportunities to international students / students on study visas?

Not currently

Clerkship Information
During which periods do you offer clerkships?

We run a flexible clerkship program, in that we don't like to restrict ourselves to only taking on clerks within specific clerkship periods. In saying that, we also conform to the traditional clerkship periods to accommodate our clerks if that is preferred.

You can work with us during your university break over a two week period, or for a day a week over a longer period of time, though we note that a two week period allows for our vacation clerks to really get involved in some good tasks that they can see through, and for this reason, we do prefer this.

By the end of your clerkship you will have been exposed to a wide range of corporate and commercial legal work and you will know the team both professionally and personally. We think that this is the best way to gain a clear understanding of what your career could look like at AGH Law.

If you're interested in clerking at AGH Law, get in touch with our team.

How many clerkship positions are available for 2025?

Up to 5 clerkship positions.

What tasks do clerks usually undertake?

Clerks can expect to be involved in real, meaningful client matters from the outset. Clerks can expect to be involved in drafting documents and advice, conducting due diligence investigations, legal research, accompanying our lawyers to client meetings and participating in everyday life at AGH Law. On top of that, you will also be able to get to know everyone in the firm by attending social events.

On top of this, you will be exposed to the way that AGH Law does things – our operations, our systems and our culture. We encourage all of our clerks to get as involved as possible so that they can really experience what a career at AGH Law is like.

Clerks will also benefit from direct exposure to partners and senior lawyers, offering valuable mentoring opportunities throughout the program.

How can a clerk stand out or make a good impression?

The AGH Law team is forward thinking, ambitious and

innovative, and our entire team plays a role in shaping the ongoing strategy of the firm. We reward efficiencies, outcomes and creative thought, and we encourage clerks to be bold and put forward their ideas and speak up.

We look for clerks that are enthusiastic, ambitious about their career, ask questions, show a willingness to learn and fit in with the firm's culture by being a team player and getting to know the team personally.

What are some things students should avoid doing in their clerkship applications?

Try to avoid using generic or overly formal language, and give your application a personal feel.

Does your firm accept clerkship applications from international students / students on study visas?

Not Currently

Do you offer clerkships to non-penultimate year students?

Yes we do, and we certainly have in the past. Our flexible clerkship program means that we can take on non-penultimate year students who we think have great potential. Non-penultimate year students that clerk with clerk with us can also re-apply to clerk with us or apply for a graduate role in their final year.

Graduate Job Information

What does your firm look for in a graduate?

We look for intelligent, enthusiastic and ambitious graduates that are forward thinking. Maintaining a great culture is also very important to us, so we look for graduates that have a willingness to get involved in the culture of our firm and uphold our values so that it is always a great place to work.

How can students apply for a graduate position at your firm?

Students are encouraged to contact our team to express interest and discuss opportunities. While we operate flexibly, we are also happy to align with traditional recruitment timelines where appropriate.

How many graduate positions are available in 2025?

Up to 2 positions.

Does your firm offer any international opportunities for graduates or junior lawyers?

Not currently.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Someone who has a genuine interest in our firm and the way we work, as well as the type of work we undertake. We like to see

enthusiasm and ambition, but we also want to meet the real you!

How can students best prepare for an interview with your firm?

Do your research. Learn about who we are, the work we do, and why we might be different to other law firms.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Yes, from time to time.

How can students find these opportunities and apply?

Get in touch with us. We love to hear from ambitious students who want to get a head start on their legal career.

Experience a new type of law firm.

We are a contemporary and commercially minded corporate law firm that enjoys doing things differently. Our lawyers are ambitious, innovative and experts in our field.

A career at AGH Law has the professionalism of a large firm with the personality of a boutique firm. You get to work on complex and engaging corporate transactions in a positive and modern environment designed to help you reach your full potential as a corporate lawyer, without compromising your well-being or passion for the law.

Want to know more? Connect with us via our website or social media.

Connect with us at aghlaw.com.au



Level 11, 5 Spring Street, Perth

About the Firm

Firm Practice Groups:

- Finance, Banking & Debt Capital
- Disputes & Investigations
- M&A and Capital Markets
- Projects
- Real Estate & Development

What are your firm's core values?

- Striving for excellence
- Eyes on the horizon
- In it together
- Courageous and creative
- Fostering greatness

How would you describe your firm's culture?

Shaping the future is in our DNA – whether it's helping our clients see around corners and take advantage of new opportunities; fostering growth and opportunity so our people can thrive, make a difference and be their very best; or contributing to the development of sustainable, diverse, equitable and just communities where everyone is recognised and included.

Continuing to shape the future means committing to a truly purpose-led culture, built on values that reflect who we are, where we've come from and who we want to be.

How does your firm distinguish itself from other law firms?

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

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

What are some notable awards your firm has recently received?

Continuing to shape the future means committing to a truly purpose-led culture, built on values that reflect who we are, where we've come from and who we want to be. Our focus on excellence has led to the following accolades:

- #1 Top Intern Program 2024 – Australian Association of Graduate Employers (AAGE)
- #1 Law Graduate Employer 2024 – Australian Association of Graduate Employers (AAGE)
- Australian Law Firm of the Year – Chambers Asia Pacific Awards 2023
- Most Innovative law firm – The Australian Financial Review and Boss Magazine 2017 - 2023
- Financial Services M&A Legal Adviser of the Year – Mergermarket Australia M&A Awards 2024
- Best Law Firm (>\$200m) – Beaton Client Choice Awards 2021
- WGEA Employer of Choice for Gender Equality
- AWEI Gold Employer – Australian LGBTQ+ Inclusion Awards 2024

What significant work has your firm recently undertaken?

We have had the privilege of advising household names including:

- Rio Tinto as their strategic adviser for over a century, guiding them through significant milestones such as the 1995 CRA and RTZ merger, WA iron ore joint ventures, coal asset divestments, reputational challenges like Juukan Gorge, and recent battery

metals acquisitions.

- Advising CITIC Mining on a range of issues arising from the development and operation of the large-scale/long-life Sino Iron Project, located at Cape Preston in the Pilbara region of Western Australia. Our work involves identifying and implementing strategies to secure a pathway to continuity and long-term operations at the Sino Iron Project, including risk mitigation and acting in numerous, complex court proceedings spanning more than 13 years.
- Woodside, where we continue to provide comprehensive legal support across a range of areas, including M&A, LNG and gas sales and marketing, environmental approvals and litigation. We have had the privilege of working with Woodside on some of their largest and most complex matters.
- ANZ, CBA, NAB, and Westpac on a wide range of banking and finance related matters.
- Perth Airport on various project development and construction matters, including the Hotel Development Project. Additionally, we have provided guidance on land arrangements with Qantas, particularly around the consolidation of services in Airport Central, offset land acquisitions for the New

Runway Project, and leasing arrangements for Mineral Resource's new airline.

- Crown Resorts in the Perth Casino Royal Commission.
- Newmont in relation to the divestment of its interests in Telfer and Havieron for up to US\$475 million.
- Our Perth lawyers are also at the forefront of the country's energy transition, having advised:
- Wesfarmers in relation to its acquisitions of Kidman Resources and Ora Banda's lithium and other (non-gold) mineral rights on its Davyhurst tenements.
- Iluka Resources on its \$1.25b funding for the Eneabba Rare Earths Refinery project under its risk sharing arrangement with Export Finance Australia, as well as its syndicated corporate facilities.
- Lontown Resources on all aspects of the development of its Kathleen Valley Lithium and Tantalum Project, including the \$500 million equity raising, foundation spodumene offtake agreements with Tesla, LG, and Ford, and the establishment of a \$300 million funding facility provided by Ford. Our services also encompassed takeover defence in connection with Albemarle's withdrawn \$6.6 billion proposed takeover, procurement, permitting, power and

gas supply, land access, and associated strategic matters. Additionally, we supported Lontown with a proposed \$800 million syndicated facility agreement and a US\$200 million convertible note.

- Zenith Energy on its \$1.9b debt financing arrangement to be used to fund the construction of remote off-grid power solutions, consisting of, among other things, wind, solar PV and battery energy storage solutions.
- Patriot Battery Metals on the dual listing of Patriot on the ASX and associated capital raisings, corporate advice and exploration and mining development contracts.
- Evolution Mining on its US\$475 million acquisition of an 80% in the Northparkes Copper Gold Mine in NSW from CMOC Group Limited.
- BCI Minerals, NAIF, EFA and other senior lenders on the \$981 million debt package for BCI's Mardie Salt Project.
- Equinor on various Australian offshore wind project development collaborations.
- Macquarie on its equity investment in Australia's first commercial-scale waste-to-energy facility, the Kwinana Waste to Energy Facility, and associated equity sell-down to DIF.

What kind of pro bono work does the firm engage in?

We see it as our responsibility to use our skills and resources to help others in the community. Our people contribute their time and expertise to work with inspirational organisations and people on community initiatives and pro bono matters, with a particular focus on alleviating disadvantage, advancing reconciliation, improving access to justice and promoting sustainability.

Our proud history of leadership in pro bono and community work has seen us lead the way on constitutional recognition, carbon neutrality, refugee rights and marriage equality.

Clerkship

During which periods do you offer clerkships?

Allens Perth office, offers three, three week clerkship intakes:

- Summer 1: November - December
- Summer 2: January - February
- Winter: June - July

How many clerkship positions are available for 2025?

Allens intends to host 35 to 40 clerks across three intakes.

What tasks do clerks usually undertake?

Our clerkships are designed to give students first-hand exposure to life as a lawyer at Allens. Our clerks get involved

in work as soon as they arrive, working alongside lawyers and partners and their peers. The day-to-day tasks our clerks get are similar to those of a junior lawyer, including attending court hearings and client meetings.

How can a clerk stand out or make a good impression?

We're proud that there isn't an 'Allens' type'. We know that diverse perspectives help solve complex problems, strengthen teams and enrich client relationships. The more you enjoy working with a diverse range of people, the greater your success will be.

While we celebrate our differences, it's important to understand what unites us. These are attributes that our people have in common. These help us to succeed as a team and individually:

- Initiative: a curious mind is vital. The more adaptable you're able to be and the more energy you bring with you, the more you'll get out of a career at Allens.
- Excellence: it's a guarantee we give our clients. Intellectually rigorous, driven and eager to learn.
- Commerciality: law is more than an academic pursuit; it's about understanding the client – their objectives and the challenges they face – as well as the wider commercial environment in which we operate.

- Flexibility: a key priority for the firm is to ensure our people feel they are trusted to work in a way that allows them to balance the needs of the firm alongside the pursuit of their own career and life goals irrespective of gender, age or life stage.
- Commitment: positive people thrive in our environment. We look for people who can build sustainable careers with us, and successfully juggle work and a personal life while maintaining their wellbeing.

Do you offer clerkships to non-penultimate year students?

Allens encourages students in their final and penultimate year of study to apply for our clerkship program. Pre-penultimate year students can apply for our Dive In program, which offers students the opportunity to meet our team and start developing the core skills and experiences needed for a career in law.

Graduate Job

What does your firm look for in a graduate?

As mentioned above, we're proud that there isn't an 'Allens type'. We know that diverse perspectives help solve complex problems, strengthen teams and enrich client relationships. The more you enjoy working with a diverse range of people, the greater your success will be. While

we celebrate our differences, it's important to understand what unites us. Initiative, excellence, commerciality, flexibility and commitment are all attributes that our people have in common. These help us to succeed as a team and individually. Building a culture of inclusion ensures our people can reach their full potential. For us, this starts with strong leadership. Our inclusion and diversity strategy is supported by an Inclusion and Diversity Council, chaired by our managing partner. This council provides sponsorship, role-modelling and drives initiatives across our firm.

How can students apply for a graduate position at your firm?

We typically recruit our graduates through our clerkship program; however, from time to time we will recruit graduates from the open market. We adhere to the open market recruitment dates set out by the Graduate Recruitment Guidelines.

How many graduate positions are available in 2025?

Allens intends to host approximately 15.

Does your firm offer any international opportunities for graduates or junior lawyers?

In 2012 Allens and Linklaters formed an integrated alliance. Although we remain as independent firms, we work closely together for the benefit of our clients around the world.

Through the Linklaters alliance, our lawyers now have:

- opportunities to work on multi-jurisdictional matters with a broader range of clients;
- opportunities to work on global deals with market leading lawyers;
- access to global employment opportunities;
- international assignment opportunities (short and long-term); and
- access to leading training and development.
- Graduates have the opportunity to spend their second year in either London, Singapore or Dubai.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Ultimately, we are looking for students who are driven and are ambitious, not only about the law, but have interests outside their university life and career. Our people are our greatest asset, and it's having diversity and different personalities that we believe sets us apart. If you can demonstrate your ability to balance priorities, and exhibit that you're a dedicated budding commercial lawyer, we would love to hear from you. And finally, as clichéd as it sounds, be yourself. We value authenticity. We want to work with clerks and graduates who value this too; we believe you're able to build better

relationships if you are true to yourself.

How can students best prepare for an interview with your firm?

Understand what works best for you to help calm your nerves: It's normal and completely understandable to have nerves during the recruitment process. It's managing your nerves that is key; find out what works best for you, whether it's meditation, avoiding caffeine, doing some exercise or using breathing techniques.

- Do your research: The better prepared you are, the more relaxed and comfortable you will be when the interview begins. Ensure you've developed an understanding of our firm, the work we do, our values and why you want to secure a clerkship at that Allens.
- Make sure to come to the interview prepared with some questions: Not only does this give you the chance to gain some new insights, but it shows the interviewers that you're engaged in the process and have given some thought to your interview.
- Realise that what makes you different can be your signature strength: As we said, we want to recruit unique individuals who bring something different, bringing diversity of thought. Consider what is your unique selling point and what makes you different, and embrace it.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

We take expressions of interest for Paralegal roles, and welcome pre-penultimate students to apply for our Dive In program held in May each year. More information can be found on our website.

How can students find these opportunities and apply?

graduates.allens.com.au/
student.careers@allens.com.au

Shape the future with Allens

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

CLERKSHIP PROGRAM

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

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

GRADUATE PROGRAM

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

- two 12-month rotations in different practice areas;
- secondment opportunities in London or Asia, via our alliance with Linklaters, or with clients;
- ongoing supervision, coaching and mentoring;
- completing a Graduate Diploma in Legal Practice (via University of New South Wales); and
- a 12-month weekly legal seminar series (Cornerstone Program).

Until now, I hadn't really considered what my career might look like after my clerkship...

Since joining Allens however, I found myself completely inspired, especially by the female powerhouses.



ALLENS CONFIDENTIAL PODCAST

graduates.allens.com.au/allens-confidential-podcast



ALLENS VIRTUAL INTERNSHIP

theforage.com/course-catalog/bkpwC4BQR5T7poydC/Allens



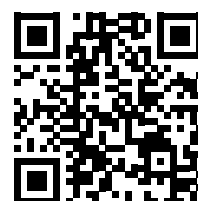
STUDENT NEWSLETTER

graduates.allens.com.au/life-at-allens



LINKEDIN

linkedin.com/company/allenslawfirm



Find out more at
graduates.allens.com.au

About the Firm Firms Practice Groups

Disputes, Employment, FFR (Finance Funds & Restructuring, Corporate Transactions (M&A), Projects & Energy Transitions, Planning, Access & Environment (including Environmental, Native Title and Real Estate), Project Finance

What are your firm's core values?

We are passionate about quality. We deliver through collaboration. We think differently.

How would you describe your firm's culture?

Collaborative and an environment where you can challenge yourself and learn from your experiences whilst being supported.

How does your firm distinguish itself from other law firms?

Our culture – our clients and quality are exceptional, however we are incredibly supportive and collaborative.

What are some notable awards your firm has recently received?

We receive many awards internationally, but we are incredibly proud to be #3 in the AAGE's large employers category!

What significant work has your firm recently undertaken?

The work in our Projects and Energy Transitions team is incredibly cutting edge, particularly when it comes to hydrogen and renewable energy projects.

What kind of pro bono work does the firm engage in?

Our Pro Bono team is its own practice area that works across the globe, and our Pro Bono work ranges from CLCs to international human rights to assisting NFP organisations.

Does your firm provide employment opportunities to international students / students on study visas?

No

Clerkship Information

During which periods do you offer clerkships?

Summer 1, Summer 2 and Winter

How many clerkship positions are available for 2025?

35 - 45

What tasks do clerks usually undertake?

Proof reading, drafting, minute taking in client meetings, research and presentation drafting.

How can a clerk stand out or make a good impression?

Enthusiasm, teamwork and attention to detail are key!

What are some things students should avoid doing in their clerkship applications?

Avoid inauthenticity and being too concerned with looking too polished – your experience in customer service is incredibly valuable and shows you know what good customer service looks like. Skills like this translate to exceptional client service!

Does your firm provide employment opportunities to international students / students on study visas?

No

Do you offer clerkships to non-penultimate year students?

NB: These can be First or Final year students

Yes, we offer Clerkships to final year students as well!

Graduate Job Information

What does your firm look for in a graduate?

Curiosity, teamwork, good attention to detail and enthusiasm! As a Graduate you might not always be getting the most interesting work however

if you are enthusiastic and put just as much effort into a proofreading task for example, your Partners and Senior Associates will remember your interest and enthusiasm and will want to get you involved in exciting and interesting matters.

How can students apply for a graduate position at your firm?

Apply for a Clerkship!

How many graduate positions are available in 2025?

10 - 12

Does your firm offer any international opportunities for graduates or junior lawyers?

Yes, we do – in the third rotation we give graduates the opportunity to apply for a secondment in one or multiple of our offices located in Asia.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Good self-awareness and a genuine passion for the legal profession.

How can students best prepare for an interview with your firm?

Self-reflection – asking yourself when you have made a mistake that you really learned from.

Additionally, thinking about all your jobs (non-legal included) and the transferrable skills you have learned.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

We offer casual employment.

How can students find these opportunities and apply?

Online or through our Clerkships!

Ashurst

Uniquely you at Ashurst



We're recruiting for a motivated graduate.
And that person is you.

At Ashurst, we know that the brightest legal minds of tomorrow thrive in challenging situations and stay true to their unique selves. We want the whole you: your potential as a legal professional, and the combination of interests, ideas, beliefs and achievements that are part of what makes you, **uniquely you**.

By joining us, you'll become part a global team located in 31 offices across 18 countries, working together to tackle our clients' most complex problems.

Embrace the opportunity to grow, innovate and make a difference. Come and join us at Ashurst to be part of something extraordinary.



Find out more at
ashurst.com/students



Outpacing change

CLAYTON UTZ

Level 27, QV.1 Building, 250 St
Georges Terrace Perth

Brooke Wheeler
bwheeler@claytonutz.com

About the Firm

Firms Practice Groups

Banking & Financial Services,
Commercial Litigation,
Competition, Corporate
M&A & Capital Markets,
Environment & Sustainable
Development, Forensic &
Technology Services, IP &
Technology, Major Projects &
Construction, Public Sector,
Real Estate, Restructuring &
Insolvency, Tax, Workplace
Relations Employment &
Safety, Pro Bono

What are your firm's core values?

Authenticity, Belonging,
Collaboration, Diversity of
thought, Entrepreneurial spirit.

How would you describe your firm's culture?

Down-to-earth, collaborative,
inclusive, energetic and
entrepreneurial. We believe
the Clayton Utz culture reflects
the type of people we attract
- smart, commercially savvy,
authentic, and with a strong
social conscience.

How does your firm distinguish itself from other law firms?

Not only does Clayton Utz
provide legal services to
governments around the
country and many ASX-listed
companies across all sectors,
we also advise some of the

world's most recognisable
brands. We're particularly
proud of our globally renowned
Pro Bono practice. In fact, our
Pro Bono practice was the
first to be established among
Australian law firms, and in
2018 became one of only three
law firms in the world with two
dedicated Pro Bono partners.
We have established diversity
and inclusion programs that
many of our people embrace,
and we are proud to be the
first law firm to create the
role of National Mental Health
Manager to better support our
people.

What are some notable awards your firm has recently received?

For the tenth consecutive
year in a row, Clayton Utz was
recognised as a Workplace
Gender Equality Agency
Employer of Choice for Gender
Equality 2024. We also had
160 Individuals named as
some of Australia's Best
Lawyers for 2025. Our firm
features in GradAustralia's
Top 100 Graduate Employers
in 2024 and we're committed
to continuously improve our
ranking.

What significant work has your firm recently undertaken?

In the largest deal of 2024,
we're proud to have advised
AirTrunk Founder & CEO
Robin Khuda on the company's

acquisition by Blackstone
and CPP Investments. With
a deal value of \$24 billion,
the acquisition is not only
Australia's largest in 2024, but
the largest datacentre deal
globally.

We recently advised Wyloo,
a wholly-owned portfolio
company of Tattarang, on the
formation of a joint venture
with Hastings Technology
Metals Ltd (ASX: HAS) for
the Yangibana Rare Earths
and Niobium Project. The
transaction also involved
Wyloo acquiring a 19.99%
equity interest in TSX-listed
Neo Performance Materials
Inc., making Wyloo its largest
shareholder.

Representing our client's
largest acquisition in Australia,
we advised Mitsui Fudosan,
one of Japan's largest listed
property developers, on its
acquisition of a two-thirds
interest in a premium office
development at 55 Pitt Street,
Sydney.

We also recently advised
Japanese food wholesaler
Asahi Shokuhin Co Ltd. on its
acquisition of a majority stake
in The Fish Factory Australia Pty
Ltd, a Brisbane-based seafood
wholesaler. The acquisition
marked Asahi's entry into
the Australian market and

was a sign of strong interest from mid-market Japanese companies seeking growth and investment opportunities overseas. Clayton Utz's specialist Japan practice has been advising on many of these investments.

What kind of pro bono work does the firm engage in?

Our pro bono work has always been about access to justice. It's embedded into our culture and is a fundamental part of who we are as a firm. We were the first large Australian law firm to establish an in-house pro bono practice; the first to appoint a full-time pro bono partner; and the first to sign the National Pro Bono Target. We act for low income and vulnerable people who cannot obtain Legal Aid, and for not-for-profit organisations which support them. This includes First Nations people and organisations, people who are homeless or at risk of homelessness, survivors of domestic violence and sexual assault, people who have experienced elder financial abuse and people who have been sexually harassed, discriminated against, exploited and underpaid at work. We continue to pioneer compensation pathways for people held in slavery in Australia. We champion the Health-Justice Partnership model. We are a participating member firm of the Blue Pacific Pro Bono Collaborative, providing

pro bono legal support to sustainable development projects that address the climate crisis in the Pacific.

We have a dedicated Pro Bono team and have made pro bono work a fundamental part of what it means to be a lawyer at Clayton Utz. In FY24, 91% of lawyers took part in pro bono work. FY24 was the 3rd time that Clayton Utz has averaged more than 60 pro bono hours per lawyer, acting for 843 people and 283 NFPs, and advising a further 782 people at clinics.

Does your firm provide employment opportunities to international students / students on study visas?

International students may apply if they are able to work full time during the program and if they are able to apply for the correct visa entitlements to work unrestricted in Australia once they have graduated. Graduates need to independently attain the correct work visa.

Clerkship

During which periods do you offer clerkships?

- Sydney / Canberra - Summer
- Melbourne - Summer & Winter
- Perth - Summer 1, Summer 2 & Winter
- Brisbane - Summer, Autumn, Winter

How many clerkship positions are available for 2025?

Approximately 26 in Perth

What tasks do clerks usually undertake?

Typical activities that clerks become involved in include research tasks, writing and drafting memos/letters, attending court and client meetings, assisting with preparation of matters for hearings and supporting pro bono matters. Each day is varied and often different from the last! Clerks who are enthusiastic and prepared to give everything a go often stand out. Having a positive attitude and being curious about the work helps showcase your abilities, and ultimately help us (and our clerks!) determine if we are a good fit for each other. Clerks who take the time to be inquisitive by asking questions, explore options both autonomously and with their teams, and present practical solutions tend to perform to a high level. Additionally, clerks who take the time to build genuine relationships with their team, clients and other colleagues outside of their immediate teams find they have a better experience and understanding of what a graduate program could look like for them.

How can a clerk stand out or make a good impression?

Clayton Utz employs people with a wide range of

backgrounds, skills, interests and competencies. We look for people who can contribute new ideas, who take a creative approach to solving problems, are personable, practical, and commercially-savvy, as well as flexible.

What are some things students should avoid doing in their clerkship applications?

Spelling mistakes! Attention to detail is critical so make sure you allow enough time to review your application in full prior to submitting it.

Does your firm accept clerkship applications from international students / students on study visas?

International students may apply if they are able to work full time during the program and if they are able to apply for the correct visa entitlements to work unrestricted in Australia once they have graduated. Graduates need to independently attain the correct work visa.

Do you offer clerkships to non-penultimate year students?

NB: These can be First or Final year students

The clerkship program is aimed at students who are in their penultimate year of university. If you are in your final year of study, please outline in your application why you couldn't complete a clerkship in your penultimate year by answering the relevant question.

Graduate Job

What does your firm look for in a graduate?

We're looking for people who are personable, practical, and commercially-savvy, as well as flexible. Our lawyers undertake complex and innovative legal work, so it's important that our clerks and graduates are motivated individuals who are willing and ready to tackle challenges.

How can students apply for a graduate position at your firm?

Apply for a clerkship, as we hire most of our graduates through our clerkship programs. Occasionally, additional opportunities may arise and these will be listed on our website.

How many graduate positions are available in 2025?

Approximately 8 in Perth

Does your firm offer any international opportunities for graduates or junior lawyers?

International students may apply if they are able to work full time during the program and if they are able to apply for the correct visa entitlements to work unrestricted in Australia once they have graduated. Graduates need to independently attain the correct work visa.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Someone who is well-rounded. We value all types

of work experience, volunteer experience, extra-curricular activities, club participation, sporting or other involvement as well as unique experiences such as study abroad, travel or immersion programs. Strong candidates are able to demonstrate that they have personality, confidence, problem-solving skills, flexibility, resilience and an eagerness to learn.

How can students best prepare for an interview with your firm?

Spend some time on our website reading about our practice areas and the work we do, research the people who will be interviewing you, and prepare a couple of questions to ask at the interview. Be prepared to discuss the specific practice areas in which you're interested, and why.

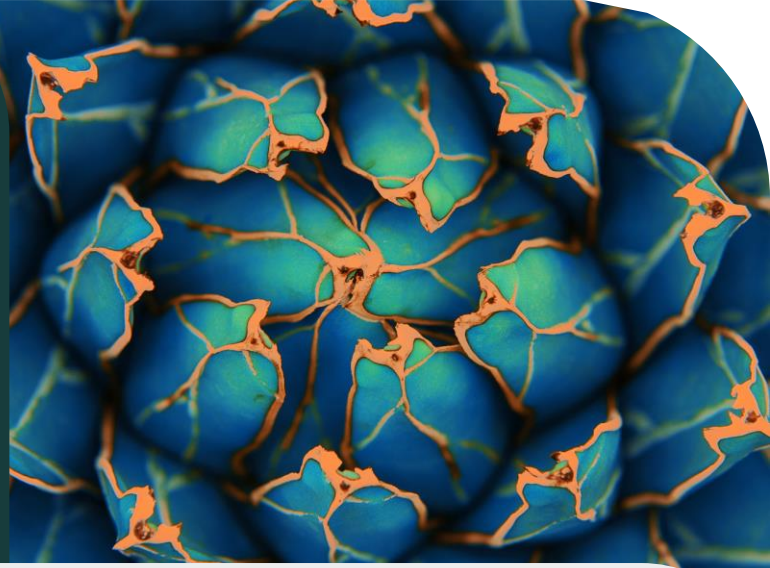
Casual/Part Time Employment

Does your firm offer any casual or part-time employment? Yes

How can students find these opportunities and apply?

On our website, they can create a profile and register a Job Alert for paralegal vacancies.

Imagine your tomorrow



Sometimes it's hard enough to know where you will be tomorrow, let alone in ten years. Who knows what the world will look like then.

But you know you want to be ready for it. You want to help create it.

That means building up your legal skills, industry knowledge and networks. Doing work that stretches you and shapes society. Learning more about yourself and the world. Forging connections in Australia and overseas. Making friends.

We get that. It's what we do every day.



Here's what one
CU graduate
lawyer learnt
along the way.



Emma Covacevich
Chief Executive Partner

Ready to imagine?

You'll find more
information about
early careers at Clayton
Utz on our site.



CLAYTON UTZ

CLIFFORD CHANCE

Lisa Millar
grads.australia@cliffordchance.com

Ground Floor, 235 St Georges Terrace, Perth

About the Firm

Firm Practice Groups:

Litigation & Dispute Resolution
Global Financial Markets
Corporate

What are your firm's core values?

Act with integrity, be inclusive, embrace challenge, speak up and act responsibly.

How would you describe your firm's culture?

We are a premier global law firm committed to setting the standard for excellence in legal skills and client service around the world. Joining us means sharing that commitment, a drive to innovate and grasp new opportunities as we help our clients to address a wide range of business, financial and legal issues.

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

equally impressive 'on the job' experience, take a closer look at Clifford Chance.

If global law firms are competing to provide the same kind of professional services, you might think we would all end up the same. The fact is, firms vary in spirit, culture and atmosphere. We're one of the world's largest law firms, but it often doesn't feel like that. We have a professional, can-do culture. Partners are hands on with the work and newly qualified lawyers are expected to demonstrate leadership behaviour from a very early stage. Every single person is critical to the success of the team.

How does your firm distinguish itself from other law firms?

What makes Clifford Chance lawyers different? Firstly, our collaborative and adaptable culture. We work together across borders, languages and legal systems, sharing insights and expertise to achieve our clients' commercial goals. Secondly, we're pioneers, working on many 'first of a kind' deals. Finally, it's the nature of our people. Highly professional and self-assured, with an entrepreneurial streak, they

embrace our culture of learning and are more than happy to share their expertise and knowledge.

What are some notable awards your firm has recently received?

Top 100 Graduate Employer, Prosple
Most Popular Law Employer, GradConnection/AFR
IFLR1000 Top Tier Firm
Global Law firm of the Year at the 2023 Infrastructure Investor Awards
Law Firm of the Year at Airline Economics Awards
Rated '5-star' for responsible business reporting by RSI GreenPrint Report (top 3 in 180 law firms assessed)
IJInvestor Awards - APAC Legal Adviser of the Year

Legal 500

- Regional International Arbitration: Leading Firms – Tier 1 (Asia Pacific)
- Banking & Finance – Tier 2 (Australia)
- Dispute Resolution – Tier 1 (Australia)
- Natural Resources (Transactions and Regulatory) – Tier 2 (Australia)

Chambers, Asia Pacific Region

- Arbitration (International) – Tier 2
- Aviation – Tier 1

- Corporate/M&A – Tier 1
- Corporate/M&A: Private Equity – Tier 1
- Energy & Natural Resources – Tier 2
- Projects & Infrastructure – Tier 1
- Globally – 115 Band 1 rankings

For more, visit: <https://www.cliffordchance.com/news/awards.html>

What significant work has your firm recently undertaken?

- Advised battery technology company Gelion on agreement with lonblox to jointly develop lithium silicon batteries.
- Advised AGP on Stonepeak's strategic investment in its portfolio of sustainable real assets
- Advised Iris Energy on US\$300 million at-the-market offering.
- Advised Pemba Capital Partners on its partnership with SuperConcepts.
- Advised on DFC-guaranteed financing for Telstra's acquisition of Digicel Pacific.

For more, visit: <https://www.cliffordchance.com/news/news.html>

What kind of pro bono work does the firm engage in?

As a leader in our field we are rightly held to high standards in all we do. We are committed to inspiring the trust of our stakeholders by making Responsible Business

a central part of our strategy. We have over 6,000 people working for the firm, hugely talented and with a fantastic range of valuable skills and experience. Together, we can really make an impact. There's also an important point here about individual development. Our people who are involved in this type of activity – whether it's pro bono advice, mentoring local students, or working alongside clients on an environmental initiative – all have a much broader, more considered view of business life, and develop a wider range of really valuable life skills and business skills. For our lawyers, it's a great way for them to understand the context beyond the immediate confines of the transaction or case. Feeling that you can have a positive impact on some of the more pressing issues facing society is also hugely motivating, and that's an important aspect of ensuring that everyone here feels that Clifford Chance is a really great place to work.

Does your firm provide employment opportunities to international students / students on study visas?

In order to be considered for our Clerkship Program, candidates will need to have valid working rights in Australia without company sponsorship.

Clerkship During which periods do you offer clerkships?

Summer 1 (November /

December)

How many clerkship positions are available for 2025?

6 – 9

What tasks do clerks usually undertake?

Throughout the clerkship or graduate program you will be closely supported both informally and through formal mentoring with advice and guidance from your supervisor in each of your seats. We will make sure that your energy and time are focused on activities that will best develop your legal and business skills. You could be drafting and proofing documents, conducting due diligence on a client's acquisition target, meeting clients, preparing documents for a court hearing or creating a data room ahead of a major transaction. Most of your time will be spent working in teams where you will make an important contribution to their success – you may even run some smaller transactions for clients.

How can a clerk stand out or make a good impression?

Clients expect more from their lawyers than ever before. They look to us as business partners on their journey to achieve their objectives. It's not just about precedents and compliance but finding new ways to build relationships and deliver the results that matter. Focus on these core business skills and consider examples from

your academic, professional and personal lives.

What are some things students should avoid doing in their clerkship applications?

Submitting a generic or "copy and paste" template application. This can lead to inadvertent errors (like putting the wrong firm name!) and delivers a less authentic submission. Reviewers want to know you have taken the time to consider the firm and how working there would align to your experience, skillset and goals.

Do you offer clerkships to non-penultimate year students?

To participate in our in-person clerkship program, students must be at least penultimate year. However we do run a global virtual internship which is open to students of all levels – more details can be found at

<https://careers.cliffordchance.com/apac/locations/global-virtual-internships.html>

Graduate Job

What does your firm look for in a graduate?

Our selection process is designed to identify people who have the right intellect, motivation and personal qualities to succeed as an international lawyer with Clifford Chance. To be successful you will need to demonstrate your potential to become a first-class lawyer and your willingness to take advantage of the

many opportunities that you encounter. You will need to exhibit ambition, drive and commitment, the ability to articulate ideas clearly, and the desire to build relationships and deliver outstanding service. We're also looking for business awareness, a keen commercial insight and a strong ability to lead and to manage.

How can students apply for a graduate position at your firm?

Graduate offers are primarily made to candidates from within our clerkship pool, so the best chance of securing a graduate role is participating in our clerkship program.

How many graduate positions are available in 2026?

This will be determined after primary offers are made in July.

Does your firm offer any international opportunities for graduates or junior lawyers?

Our extensive international network and the global nature of our business mean that it is both possible and beneficial for you to take one of your seats in one of our overseas offices. Secondments are an opportunity for you to acquire new skills and experience, develop your language skills and give you a valuable international perspective in a new business and cultural environment.

Interviews

Clifford Chance is one of the world's top law firms because we think differently. Tell us what it is that makes you different – not what you think we want to hear. Tell us what makes you tick because we're not interested in recruiting a 'type'. Competition is fierce and the process will be challenging, but the people we want to hire will relish the challenges it brings.

How can students best prepare for an interview with your firm?

As well as providing us with basic information about your background and education, this is your opportunity to tell us what it is that makes you exceptional – we receive a very large number of applications from people who'd like to join us, so you should think about how you're going to set yourself apart. We want to know what you can bring to the work we do at Clifford Chance. This is a crucial part of the overall process, and we'll be looking for excellent communication – make sure your answers do you justice.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

The firm may occasionally have casual or part-time paralegal positions available.

Where this is the case, roles are generally offered to past or future clerks / Graduates.

THE GLOBAL GRADUATE PROGRAM

Our two-year Global Graduate Program turns gifted beginners into elite professionals. You will be afforded the breadth of experience needed to emerge as a confident business adviser.

WHY CLIFFORD CHANCE?

We are one of the largest international law firms in the world, with over 30 offices across the globe. We believe every career at Clifford Chance should be rewarding and stimulating – full of opportunities to learn, thrive, and grow. That's why we're so proud of our inclusive, friendly, and team-based approach to work.

We work with our clients on market-shaping transactions and headline-hitting disputes. Most of our matters span international borders and involve numerous cross-practice groups – for example, our award winning investor-state arbitration team work on international mandates with overseas clients, colleagues and counsel on a daily basis.

Our one firm global strategy is focused on targeted growth led by the needs of our core clients, those who we can best support with the breadth and depth of Clifford Chance expertise, across the sectors and geographies, which matter most to them.

Whichever area of the business you join, you'll become an integral part an innovative, diverse and ambitious team of people. Clifford Chance is a place where the brightest minds and the best of colleagues meet.

CLERKSHIP PROGRAM – 2025/26

Our clerkship program will provide you with a real insight into life as a lawyer at an elite global law firm. You will have two rotations in different practice areas over the course of the Clerkship Program. You will work alongside partners and fee earners on real-time matters and be given the opportunity to attend world class training conducted across the APAC region. While not guaranteed, some of our clerks have recently attended induction training in Singapore.

Who should apply?

Penultimate year students who are available to participate in the March 2027 Graduate Program.

How many clerks do we take?

Perth: 5 – 8
Sydney: 8 – 12

Clerkship dates

Perth: November – December 2025
Sydney: November 2025 – January 2026

When to apply?

Perth: 23 June – 27 July 2025
Sydney: 11 June – 13 July 2025



Scan the QR code to submit your application.

For enquiries, please email:
Grads.Australia@CliffordChance.com

GRADUATE PROGRAM

Our Global Graduate Program is one-of-a-kind in Australia:

- Four rotations, each lasting six months
- Globally significant and headline-hitting work
- World-class training
- International secondment to an overseas office for six months
- No red tape, with access to colleagues and clients around the globe
- Market leading salary and benefits package

In addition to international secondment, you will have the opportunity to work across our award-winning teams in Perth and Sydney, including:



How to apply?

Graduate offers are primarily made to students who successfully complete the Clerkship Program. We occasionally open direct applications to students who have not completed our Clerkship Program.

How many graduates do we take?

Perth: 5 – 6
Sydney: 7 – 10

CLYDE & CO

Level 50, 152-158 St George's Terrace
Perth WA 6000

Lauren Welch
EarlyCareers.Aus@clydeco.com

About the Firm

Firm Practice Groups:

- Cyber
- Professional & Financial Disputes
- Financial Institutions Directors & Offices
- Energy, Marine & Natural Resources
- Financial Lines

What are your firm's core values?

Work as one: We are a globally connected team of talented people who act with a firm-first mentality to achieve success.

Excel with clients: We aim high and challenge ourselves to deliver unique excellence for our clients, keeping them at the centre of everything we do.

Celebrate difference: We help each other to be at our best and believe our differences result in greater achievement.

Act boldly: We seek new opportunities, take action and learn as we go, recognising that curiosity drives our development and contributes to growth.

How would you describe your firm's culture?

Clyde & Co fosters a collaborative and inclusive culture, emphasising commercial acumen and value for money. We are known for our client-focused, technically outstanding team that works

closely with international offices.

How does your firm distinguish itself from other law firms?

Clyde & Co stands out through its deep sector expertise, particularly in insurance, shipping, and aviation. Our global reach and ability to handle complex, cross-border matters set us apart. We are also recognised for our extensive litigation work, as well as our commitment to innovation and sustainability.

A significant benefit of clerking at Clyde & Co is our smaller clerkship headcount compared to larger firms. This ensures that clerks are never treated as just part of a pool but are genuinely involved in meaningful work with real responsibilities.

What are some notable awards your firm has recently received?

Legal 500 (2024) – Insurance

- Firm – Tier 1

Legal 500 (2024) – Transport: Shipping

- Firm – Tier 1

Legal 500 (2024) – Labour and Employment – Including WHS

- Firm – Tier 1

The Asia Pacific Legal 500 – Australia – Insurance

- *"The team's insurance focus at this level of quality is unique in the market."* – 2024

The Asia Pacific Legal 500 – Australia – Transport: Aviation

- *"Draw on a broad range of experience across transport and insurance. Deep knowledge of the industry itself and also the insurance side of the industry."* – 2024

The Asia Pacific Legal 500 – Australia – Transport: Shipping

- *"Excellent and dedicated team of lawyers. The top of the tree in Australia for me."* – 2024

Chambers Asia Pacific – Australia – Aviation: Liability

- *"They are always available and provide quick turnaround of documents, with excellent advice and broad and deep commercial awareness."* – 2024

What kind of pro bono work does the firm engage in?

Clyde & Co engages in pro bono work through partnerships with organisations like Justice Connect, focusing on inspiring young lives, equality before the law and sustainability.

Clerkship

During which periods do you offer clerkships?

Our Perth office hosts a 4-week Summer Clerkship

What tasks do clerks usually undertake?

Clerks at Clyde & Co engage in a variety of tasks including legal research, drafting documents, attending court hearings and

client meetings and assisting with case preparation.

How can a clerk stand out or make a good impression?

A clerk can stand out by showing initiative, demonstrating strong attention to detail, proactively seeking feedback, and displaying a genuine interest in the firm's work and people. We don't expect you to know everything. In fact, those with a positive and hardworking attitude make a much stronger impression than those who think they know everything.

What are some things students should avoid doing in their clerkship applications?

Students should avoid submitting generic applications, neglecting to research the firm, and failing to tailor their cover letters to highlight relevant skills and experiences. While we understand that students may use AI tools, we strongly recommend personalising your responses and cover letter to genuinely represent yourself – it's quite apparent when content is copy-pasted from AI! Additionally, ensure your documents are uploaded in PDF format, triple-check spelling and grammar and even make sure you've written the correct firm name!

Do you offer clerkships to non-penultimate year students?

We accept applications from penultimate and final year students.

Graduate Job

What does your firm look for in a graduate?

We look for graduates who are ambitious, proactive and have a strong academic record. We value independent thinkers who are eager to take on responsibility and contribute to our firm's success.

How can students apply for a graduate position at your firm?

Typically, our Graduate roles are filled from our Clerkship Program or Paralegals. However, we would recommend keeping an eye out on our Careers board or LinkedIn page for any additional roles.

Does your firm offer any international opportunities for graduates or junior lawyers?

Our Clerks and Graduates may work on international cases and collaborate with colleagues from our global offices. Secondment and transfer opportunities are available from Associate level onwards.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

We seek candidates who are well-prepared, articulate and have a clear understanding of our firm's values and practice areas. We are particularly interested in learning about your motivation for applying to Clyde & Co and what specifically drew you to our firm. We value getting to know you as a person – your interests and activities outside of work and study. Ultimately, we aim

to hire well-rounded individuals who can engage in meaningful conversations, not just recite pre-prepared answers.

How can students best prepare for an interview with your firm?

Students should research the firm thoroughly, understand our core practice areas and be prepared to discuss how their skills and experiences align with the firm's values. Practising common interview questions and preparing examples of past experiences can also be helpful.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Yes, Clyde & Co offers casual paralegal positions. Many of our Clerks transition into these roles and often continue on to become Graduates.

How can students find these opportunities and apply?

Students can find and apply for these opportunities through the firm's careers portal or LinkedIn page

A photograph of three people in an office setting. In the foreground, a man with short dark hair and a beard is smiling broadly, wearing a dark blue jacket over a tan turtleneck. Behind him, a woman with long dark hair and glasses is also smiling, wearing a grey blazer. To the left, another woman is partially visible, smiling. Three yellow graphic arrows, each composed of two parallel lines, point towards the right and are overlaid on the image. One arrow is near the top right, one is near the middle right, and one is near the middle left.

CLYDE&CO

Why Clyde & Co? It's simple. With a portfolio of high profile, global clients you'll get to learn from some of the most respected lawyers in their field, along with a stimulating variety of work.

If you are ambitious in developing your career and are committed to delivering exceptional outcomes, here you can discover what success and beyond means.

To find out more, visit:
careers.clydeco.com/early-careers

Success & Beyond

Kahema, Claire and Emily

CORRS CHAMBERS WESTGARTH

Level 6, Brookfield Place Tower 2, 123 St
Georges Terrace, Perth

Jennifer Jacobs
People & Performance Consultant
Phone: (08) 9460 1621
jennifer.jacobs@corrs.com.au

About the Firm

Firm Practice Groups:

Nationally, we have practice groups which specialise in the following areas of law:

- Arbitration
- Banking and Finance;
- Class Actions
- Commercial Litigation
- Competition
- Corporate
- Energy and Natural Resources
- Employment, Labour & Safety
- Environment and Planning
- Intellectual Property
- Investigations and Inquiries
- Projects
- Real Estate
- Responsible Business and ESG
- Restructuring, Insolvency and Special Situations (RISS)
- Tax
- Technology, Media and Telecommunications (TMT).

How would you describe your firm's culture?

Corrs Chambers Westgarth is Australia's leading independent law firm, known for delivering legal excellence, exceptional client service and outstanding results. We are the firm of choice for many of the world's most significant

organisations – from large corporations to governments, banks and financial sponsors. We advise on the most significant global matters and connect with the best lawyers internationally to provide our clients with the right team for every engagement. We are also at the forefront of some of the most high-profile and complex matters in our region.

At Corrs, you'll enjoy the benefits of working alongside a high performing team in a culture defined by excellence, collaboration, commitment and respect.

How does your firm distinguish itself from other law firms?

Corrs lawyers are known for their strategic approach with clients. We don't just focus on legal advice; we provide our clients with strategic guidance to help them mitigate risks and achieve their business goals.

Our lawyers work together across practice groups to deliver exceptional results and support you in building your future, wherever you want to take it.

Our success is based on the success of our people. We

encourage individuals to play to their strengths and we bring our diverse and talented lawyers together to create top-performing teams. The combination of these factors creates a firm that celebrates independence, is open to new ideas, has the courage to think and act differently from the rest of the market, and which thrives on new challenges and opportunities.

What are some notable awards your firm has recently received?

Corrs is consistently recognised as a leader in its field. We're proud of our many awards for world class service, client results and being an employer of choice. Corrs is also consistently recognised as an employer of choice for graduate lawyers. Corrs is consistently recognised as a top employer. Recent accolades include being ranked in the top 75 graduate employers with Australian Association of Graduate Employers (AAGE) for the last four years running, named in the Top 10 of the Most Popular Clerkship Employers across Australia by Grad Connection in 2024 and being recognised in the Top 100 Graduate Employers

across Australia by Prosple in 2025.

From global guides, to Chambers and Partners and Best Lawyers, Corrs lawyers are called out for legal excellence across our practise areas.

What significant work has your firm recently undertaken?

We let our work speak for itself. We're proud to work with some of the biggest organisations in the world on their most important matters. Our clients include more than half of the top fifty ASX-listed companies, some of the largest privately owned companies in Australia and a number of global Fortune 500 companies.

We work with well-known organisations like Australia Post, BHP, BP, Brookfield, CBA, Coles, eBay, Fortescue Metals, Google, Hancock, Macquarie, Medibank, NAB, nbn, PayPal, QiC, Stockland, Tesla, TPG Telecom, TransGrid, Wesfarmers, Westpac and Woodside. We also work with various governments on major transactions that make the news.

A few examples of our recent significant work can be seen here – <https://www.corrs.com.au/deals>

What kind of pro bono work does the firm engage in?

Corrs has a long and proud

history of helping those in need. Our pro bono program is designed to uphold the principles of justice, equality and community, and contribute to fulfilling the firm's purpose to 'Imagine, inspire and together create a better future'.

As a graduate lawyer, you'll have the opportunity to make a real difference. Recent examples of our efforts include:

- Corrs has been working with UNICEF identifying the obligations of States under international law to protect children from the adverse impacts of anthropogenic climate change, and the relationship between such obligations and the principle of intergenerational equity. The memorandum was prepared to assist Pacific Island States in developing written submissions to the International Court of Justice (ICJ) in the advisory proceedings on the Obligations of States in Respect of Climate Change. The memorandum has been distributed by UNICEF to States throughout the Pacific and Corrs Partners presented to the Pacific States' representatives on the findings in the memorandum and how it can be used to supplement and support State submissions to the ICJ.

- We have provided

legal advice to various humanitarian organisations assisting them to navigate both Australia's autonomous and the United Nations sanctions regimes to ensure they can continue their critical work in countries including Afghanistan, Iraq, Iran and Syria.

- Corrs recently provided advice to Save the Children Australia, Oxfam, CARE Australia and the Australian Council for International Development (ACFID) regarding the application of the counter-terrorism financing framework in the context of delivery of humanitarian assistance and raising public funds to support humanitarian relief in Gaza.
- We have been working with the Community Legal Centres Association (WA) on a Driver's License Reform Project since September 2022. The project seeks avenues to support people in regional and remote parts of Western Australia, especially in Aboriginal communities, to gain access to a driver's licence or to regain a driver's licence after it had been suspended or terminated.

In our Perth office, Corrs provides legal representation and support services through our work with the Aboriginal Legal Service of WA, the

Street Law Centre, Legal Aid and a number of community legal centres in rural WA.

Clerkship

During which periods do you offer clerkships?

Summer and winter.

How many clerkship positions are available for 2025?

In 2025/26, Corrs Perth will offer three, three-week clerkship programs which will be held in either summer or winter. Each program will have approximately ten to twelve clerks. Overall, we anticipate recruiting 30-35 clerks for our Perth programs in 2025/26.

What tasks do clerks usually undertake?

The Corrs seasonal clerkship program enables you to work alongside some of Australia's leading lawyers on high-profile work for major Australian and international clients.

Our three-week clerkships give you the opportunity to connect with partners and lawyers across the firm, learn what a 'day in the life' at Corrs is like, and experience the type of work we do and the clients we partner with.

You'll be exposed to a broad range of interesting matters. You will also have the chance to complete a range of tasks, such as conducting research, reviewing and presenting documents, attending client meetings, court hearings, mediations and settlements,

as well as shadowing partners and lawyers in client meetings and business development activities.

How can a clerk stand out or make a good impression?

We look for people who can make a positive contribution to the firm and help us in delivering legal excellence and outstanding client service.

During your time as a clerk with Corrs, it is important to be genuine, approach each task with enthusiasm, complete tasks to the best of your ability, be open to receiving feedback and strive for continuous improvement. In addition to this, if you have a great attitude, communicate well and have excellent attention to detail, this will help you stand out from your peers.

What are some things students should avoid doing in their clerkship applications?

There are a variety of obvious, and perhaps not so obvious things students should aim to avoid when preparing and submitting clerkship applications. This includes:

- Applications that are excessively long. We recommend one page for cover letters, and a maximum of two to three pages for resumes. Please don't use screen shots of academic transcripts either!
- Applications that are not tailored to the firm.

Make the effort to research the firm and tailor your application by referencing partners or deals that interest you and demonstrate why you would like to work at the firm.

- Applications riddled with spelling mistakes, or addressed to the wrong firm – yes, this happens multiple times every year! Take the time to thoroughly proofread your application or have someone else read it for you.
- Applications full of weird fonts, unusual bullet points or graphics. Your application should be clean and easy to read – don't distract the reader unnecessarily from your key messages and experience or make it hard for them to review.
- Applications that simply repeat information verbatim in the cover letter and questions. Please don't cut and paste from your cover letter to the answer the online application questions – the firm is asking these questions for a reason and wants to read something different.

Does your firm accept clerkship applications from international students / students on study visas?

Yes – we do accept clerkship applications from international students or students on study visas. We

take into consideration the number of hours the student is allowed to work under their specific visa, as well as if there is a pathway for the student to remain in Australia longer-term (for permanent graduate opportunities).

Do you offer clerkships to non-penultimate year students?

Yes – we do accept applications from non-penultimate and final year law students.

Graduate Job

What does your firm look for in a graduate?

The reason we continue to attract exceptional graduates and lawyers is simple: we provide you with the opportunity to work with great people on career-defining matters from the start of your career and offer opportunities to work and/or study internationally.

As with our clerks, we celebrate diversity in our graduates and are looking for candidates who can bring a variety of ideas and experiences to the firm. In particular, we look for well-rounded individuals who can demonstrate exceptional academic performance, evidence of work experience (law or non-law related), as well as experience in leadership positions, volunteering or community service, and other extra-curricular activities.

In addition, we are looking for genuine, hard-working candidates who have great communication skills and approach their work with enthusiasm. We also look for candidates who are keen to learn, open to receiving feedback and continually improving themselves.

How can students apply for a graduate position at your firm?

Previous clerks will be eligible to receive a priority offer for 2026 graduate positions. Corrs contacts eligible clerks about the priority recruitment process in June, with offers made in late July. If necessary, Corrs will open applications to the general market after the priority offer process.

How many graduate positions are available in 2026?

Corrs anticipates recruiting between eight and ten graduates for our 2026 Graduate Development Program in the Perth office.

Does your firm offer any international opportunities for graduates or junior lawyers?

We invest in international experiences that help our lawyers grow their skills, cultural understanding and relationships worldwide. Through our long-term relationships with leading law firms and institutions across the world, we offer a wide range of outstanding international opportunities for personal and professional growth.

Our international program will allow you to gain experience, skills and relationships that will provide enduring benefits throughout your career. In addition to our roles advising on significant global matters, connecting with the best law firms and lawyers internationally, we offer international secondment opportunities to premium independent firms in locations such as New York, London, Paris, Frankfurt, Madrid, Milan, Singapore and Tokyo.

Additionally, our International Study Scholarship supports the continuing professional development of exceptional legal staff. The Scholarship provides financial support for the completion of a master's degree at the University of Oxford or the University of Cambridge, which is undertaken full-time on campus.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Interviews can be a stressful or daunting process, so being nervous is understandable and perfectly okay – most candidates are! With this in mind, we take a relaxed approach to interviews – think conversation, rather than interrogation.

Ideally, we are looking for candidates who can build rapport with their interviewers and are

comfortable articulating their experience, as well as demonstrating why they are studying law and pursuing a commercial law career. We want to know why you applied to Corrs and what you know about us as a firm. We also want to get to know you as a person, so come ready to talk about your hobbies, interests or passions outside law too.

The interview should be a two-way discussion, asking questions is definitely encouraged and welcomed.

How can students best prepare for an interview with your firm?

Don't underestimate the importance of good preparation for your interview, as a lack of planning will be evident to those interviewing you. A few key tips on preparing for an interview at Corrs are below:

- **Plan your trip:** Make sure you know where the firm is located and how you plan on getting there. Will you take public transport, drive or get a lift?
- **Be well presented:** Organise what you are going to wear in advance and don't leave it to the last minute. Is the outfit professional, comfortable and ready to go?
- **Arrive early:** This ties in with planning your trip. Make sure you arrive 10 minutes early to your interview as this demonstrates you are organised, prepared and punctual.

- **Research the firm:** Check out the firm website, as well as media or newspapers to pick up any current issues or news items relating to Corrs, our clients or the legal industry in general.
- **Re-read your application:** This will jog your memory about what you submitted and allow you to easily answer any cover letter or resume-specific questions you may be asked.
- **Relax:** We want to get to know you as a person, so try to relax and go with the flow of the conversation, rather than being too stiff or rehearsed.

together with an indication of their availability.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

We recruit casual paralegals to support our busy practice groups throughout the year. Please note that these opportunities are typically offered to candidates in our seasonal clerkship pool but, from time-to-time, we recruit from the open market.

How can students find these opportunities and apply?

Expressions of interest for casual paralegal opportunities can be submitted via email to the local People & Performance Consultant for their review and consideration. Interested applicants will need to provide a copy of their resume and latest academic transcript,

Achieve your ambition.

We bring together engaging, curious, ambitious individuals to create top performing teams.

DLA PIPER

Level 21/240 St Georges Terrace,
Perth WA 6000

Jenny Dawkins
graduaterecruitmentAUS@dlapiper.com

About the Firm

Firm Practice Groups:

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

What are your firm's core values?

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

How would you describe your firm's culture?

We're a global business that's redefining the expectations of a law firm. We operate across more than 40 countries, but we're still locally connected. That's because trusting, collaborative relationships with our clients and each other are at the heart of our success. We're creating exceptional experiences, outcomes and growth for our clients and people.

We make this happen with a culture where you bring your passion and individuality

to work every day. No two careers – or two people – are the same at DLA Piper. We want you to reach your full potential as part of a diverse, global team that thrives on collaboration, seizing opportunities and commercial edge. Here, personal growth goes hand in hand with professional development to shape your individual career journey.

How does your firm distinguish itself from other law firms?

We help the world's top companies with their business-critical issues. Many of the deals we work on are complex and challenging – transcending not just practice areas, but borders, languages and legal systems.

As a firm, we never stand still. We think nimbly and seize opportunities. We're ambitious and are never afraid to innovate. If you possess these qualities too, there could be a bright future for you at DLA Piper.

What are some notable awards your firm has recently received?

- Top 10 Most Popular Clerkship Employer for 2024 Grad Connection
- AWEI (Australian Workplace Equality Index)

- 2024 Employer of the Year
- WGEA Employer of Choice for Gender Equality for over 10 years
- FT Innovative Lawyers Asia Pacific Awards 2024
- For 15th consecutive year, DLA Piper is the highest-ranked legal advisor in the world for M&A deal volume, according to Mergermarket's league tables
- DLA Piper three-time winner at the Legal Innovation & Technology Awards 2024

What significant work has your firm recently undertaken?

- DLA Piper has advised AirTrunk on a landmark AUD24 billion sale to Blackstone
- DLA Piper advises RACQ on their AUD855 million strategic partnership with IAG
- DLA Piper advises Macquarie Technology Group on AUD174 million strategic land acquisition for Data Centre

What kind of pro bono work does the firm engage in?

DLA Piper has a longstanding and deep commitment to giving back and making a positive contribution to our local and global economies. This commitment exists at

every level within the firm and is part of our culture.

The DLA Piper pro-bono team is one of the world's largest pro-bono practices. Last year our people contributed over 205,000 pro-bono hours globally.

Our pro-bono work is incredibly diverse, and we work across the globe to promote access to justice, advocate for victims of gender-based violence and combat climate change. The rights of displaced people are a key global focus area for the firm, and we regularly represent asylum seeking women, children and members of the LGBT+ community.

Does your firm provide employment opportunities to international students / students on study visas?

Currently, only Australian and NZ citizens and permanent residents are eligible for our clerkship programme.

Clerkship

During which periods do you offer clerkships?

Summer 1 and Summer 2 in Perth

How many clerkship positions are available for 2025?

Approximately 50-60 across our Australian offices and 10-12 in Perth.

What tasks do clerks usually undertake?

Our clerkship programme

starts with an induction. This induction provides an in-depth introduction to the legal sector and the firm's practice groups. It also builds your professional skills and workplace capability. Throughout the induction there will be opportunities to hear from and network with senior members of the firm.

Once you are inducted, you'll have the opportunity to complete work placements in our different practice groups. You'll be given real responsibilities. Whether you're attending a court hearing, contributing to a client meeting or assisting a large corporate transaction, you'll have plenty of opportunities to reach your potential.

How can a clerk stand out or make a good impression?

We are seeking applicants that are passionate about a career in Law and becoming a future graduate solicitor. We do not expect applicants to have had prior experience in Law. When applying, we'd encourage you to think broadly about your experiences and achievements from your recent-past and ensure these are clearly articulated on your CV.

Do you offer clerkships to non-penultimate year students?

NB: These can be First or Final year students

We accept clerkship

applications from penultimate and final year students

Graduate Job

What does your firm look for in a graduate?

Our people come from a diverse range of backgrounds. That's what sets us apart. By opening a range of difference and unique perspectives, allows us to service our clients better. You will need a strong academic record, and a real passion for developing a career as a lawyer. But it goes further than that...

Among other things, we'll be looking for candidates who are naturally inquisitive, have plenty of drive, and can show a genuine commitment to their chosen career path. By bringing your authentic self to work every day, you'll have an instinct ability to build relationships with peers, colleagues and clients alike.

How can students apply for a graduate position at your firm?

Priority offers will be made to candidates who participate in our Clerkship Programme.

How many graduate positions are available in 2025?

We typically offer around 25-30 positions across our four Australian offices - Brisbane, Melbourne, Perth and Sydney.

Does your firm offer any international opportunities for graduates or junior lawyers?

Living and working in a new

culture provides fantastic personal and career opportunities. We provide our people with opportunities for secondments to foster a global mindset, share knowledge and work collaboratively across borders.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Be your authentic self and show your passion for developing a career as a lawyer.

How can students best prepare for an interview with your firm?

We'll be looking to get to know you, your background and experiences. You should have a think about the types of examples you may use to demonstrate your previous experiences, such as voluntary roles, positions of leadership, work experience or academic achievements. We will also be interested to hear why you are interested in a future career at DLA Piper.

It's time to build a different kind of legal career.

Opportunity, *unlocked*



Clerkship programme

Our seasonal clerkship is designed to give you insight into what sets us apart. Our programme starts with an induction which provides a comprehensive introduction to the legal sector and the firm's strategy, practice groups, sectors and clients. It also builds your skills and networks. Following induction, you'll have the opportunity to

experience working in a practice group and benefit from being given real responsibilities. Whether you're attending a court hearing, contributing to a client meeting or assisting a large corporate transaction, you'll have plenty of opportunities to reach your potential. At the completion of your clerkship you will also be eligible for consideration for a graduate role on our graduate programme.



Scan the QR code or search
DLA Piper Early Careers
to discover more.

dlapiper.com

GILBERT + TOBIN

Level 16, Brookfield Place, Tower
2, 123 St Georges Terrace Perth WA

Lisa Harold, HR Manager
lharold@gtlaw.com.au

Michelle Cieslik, Executive + HR
Support
mcieslik@gtlaw.com.au

About the Firm

Firm Practice Groups:

- Corporate Advisory
- Banking + Projects (Energy, Resources + Infrastructure)
- Disputes + Investigations

What are your firm's core values?

Gilbert + Tobin is built on enduring values of excellence, trust, respect, integrity and good corporate citizenship. These values have underscored our growth, enabling us to become a leading firm of over 500 lawyers, trusted by our clients to navigate today's increasingly complex world.

How would you describe your firm's culture?

Our culture is built on autonomy, inclusivity and innovation. We share common values and celebrate the talents and goodwill of our people. If you value a culture that fosters these principles and values, you'll feel like you're in the right place. As pioneers, we focus on continuous innovation, moving with pace and breaking through obstacles to seize new opportunities.

G+T provides a platform to perform at your best. Our open, merit-based culture attracts and inspires the best

legal talent. We bring energy, agility and a builder's mindset to outperform and unlock the potential in everything we do.

How does your firm distinguish itself from other law firms?

Empowering everyone to perform is what we do best. Collective energy is embedded in our DNA. With a refreshing lack of hierarchy, we share common values, champion people, their talents and the goodwill they bring. It's how we create an exceptional edge - for our clients, our people and our communities.

What are some notable awards your firm has recently received?

The Perth Corporate team is ranked number one by WA Business News in both WA ECM and WA M&A categories.

Nationally, we are proud to be one of only two Australian law firms to enjoy a Band 1 ranking in each of Corporate/ M&A, Equity Capital Markets, Private Equity, Competition + Antitrust and Banking + Finance by Chambers, the leading global law firm ranking entity.

2025 Legal 500 Asia Pacific
G+T has 23 practice areas

ranked, with an exceptional 51 lawyers recognised and 9 practice areas ranked Tier 1, including: Banking and Finance, Equity Capital Markets, Competition and Trade, Corporate and M&A, Fintech and Financial Services Regulatory, and Intellectual Property.

2025 Chambers Asia Pacific
G+T is ranked Band 1 in 11 areas of law, with 53 ranked lawyers across 26 areas of law, including 8 in Band 1. We are ranked Band 1 in Corporate / M&A, IT and Telecommunications, Charities, Climate Change, Competition / Antitrust, Equity Capital Markets, Private Equity, Acquisition Finance, Corporate Finance, IP, and FinTech.

2025 Chambers Global
Band 1 recognition in six practice areas, Climate Change, Banking & Finance: Acquisition Finance, Banking & Finance: Corporate Finance, Capital Markets: Equity, Corporate / M&A, and Intellectual Property.

2024 Legal 500 Asia Pacific
Tier 1 firm in 10 areas including: Banking and Finance, Capital Markets: Equity, Competition and Trade, Corporate and M&A, Data Protection, Fintech and

Financial Services Regulation, Project Finance, IP, Insolvency and Restructuring and IT and Telecommunications.

We have 47 ranked partners across 17 areas.

2024 Chambers Global

34 lawyers ranked in Chambers Global, including seven in Band 1.

Ranked Band 1 in seven areas of law including Banking & Finance: Acquisition Finance, Banking & Finance: Corporate Finance, Capital Markets: Equity, Corporate / M&A, Intellectual Property, Climate Change and Legal Transformational Consulting.

2025 Beaton Client Choice Awards

G+T has been recognised as client's choice in the following categories:

- Winner - Best Law & Related Services Firm (>\$200m revenue).
- Winner - Best Provider of ESG Services: Law & Related Services (revenue > \$30m)
- 2024 Financial Times Most Innovative Lawyers (Asia-Pacific) Awards
- Winner - Most innovative law firm in Asia-Pacific (Headquartered in Asia-Pacific).
- Winner - Partner Darren Fittler most Innovative Individual Practitioner
- Winner - Innovation in People and Skills Award for our Generative AI Bounty and related AI initiatives.
- 2024 Mergermarket M&A Awards

We're delighted to have won the Mergermarket M&A Private Equity Legal Adviser of the Year award in conjunction with AVCJ for the second year in a row.

What are your firm's core values?

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

What significant work has your firm recently undertaken?

- IGO Limited on its nickel offtake arrangements with a Singapore branch of BHP Billiton to allow for export of nickel concentrate through to the end of IGO's nickel operations.
- Leonoil Corporation of Sierra Leone in relation to its \$78 million takeover bid for Sierra Rutile.
- De Grey Mining Limited on its proposed \$5 billion acquisition by Northern Star Ltd by way of a scheme of arrangement.
- DGA Energy Solutions Australia Pty Ltd on the investigation of the potential development in the Pilbara region of WA of an integrated large scale renewable energy generation (solar and wind) and battery energy storage project, green hydrogen/ammonia project in an adjacent industrial area, and a hydrogen/ammonia

export facility.

- Legacie Water Infrastructure Developers Pty Ltd on the development of the proposed Ngarluma Water Desalination Project which is a 150GL large-scale seawater desalination project to be located in the Pilbara, WA.
- Ausgold Limited in relation to its two-tranche placement to institutional and sophisticated investors to raise \$38 million.
- Alto Metals Limited on its \$45 million acquisition by Brightstar Resources Limited by way of scheme of arrangement.
- MAC Copper Limited on its A\$325 million initial public offering in Australia and dual listing on the ASX.
- Mincor Resources NL in relation to its defence of an on-market bid by Wyloo Consolidated Investments Pty Ltd for an implied equity value of \$760 million.
- Ora Banda Mining Limited on its joint venture and farm-in agreement with a wholly-owned company of the Wesfarmers Chemicals, Energy & Fertilisers division for \$26 million cash consideration and a 2% royalty, together with separate on-sale of part of the royalty to Hawke's Point for a further \$4 million.
- Best Tech & Engineering Ltd in a private arbitration regarding construction of equipment for FMG's Ironbridge Project.

- Ora Banda Mining Limited on tenement related disputes, including a current matter in the Supreme Court of Western Australia regarding a contractual dispute involving a split-commodity agreement.
- Australian Executor Trustees Limited in respect of the implementation and administration of the Banjima Trusts.
- POSCO in relation to the proposed development of the Port Hedland Green Steel Project.
- Macmahon Holdings Limited on its \$330 million syndicated corporate facility and \$145 million syndicated asset finance facility and financing advice in connection with M&A activities including its recent acquisition (via Scheme) of Decmil Group.
- Capricorn Metals Limited on the \$107 million funding with Macquarie Bank to advance development of the Karlawinda Gold Project in the Pilbara, WA.

What kind of pro bono work does the firm engage in?

We take our responsibilities seriously, supporting the communities in which we work and live, and contributing to a more just and sustainable future.

Pro bono work has always been an integral part of our practice. In 1996, we became the first firm in Australia to appoint a full-time in-house pro bono lawyer. Alongside

two full-time dedicated pro bono partners, a full-time pro bono special counsel and three full-time pro bono lawyers, our team collectively worked over 28,000 hours on pro bono matters in FY2024.

This dedicated practice helps ensure our services are accessible to people who need them, in cities, rural and remote Australia. We have a particular focus on First Nations people, people with disabilities, refugees and asylum seekers and human rights matters.

Does your firm provide employment opportunities to international students / students on study visas?

Applications are open to students with the right to work in Australia.

Clerkship

During which periods do you offer clerkships?

Summer 1 - November / December

Summer 2 - February

Winter - June / July

How many clerkship positions are available for 2025/26?

7 to 10 per intake

What tasks do clerks usually undertake?

During your clerkship you'll have the opportunity to test your skills and interests. You can expect to be involved in some challenging matters and your work will be presented to clients. Often, you'll work directly with a partner on a

matter or as part of a bigger team on larger transactions. While every experience varies, you might be asked to draft documents and memos, carry out research, attend client meetings and court, and assist with preparing for hearings or negotiations.

How can a clerk stand out or make a good impression?

We want to understand who you are as an individual – what intrigues you and what you're looking for. While there is no 'typical' G+T clerk or graduate, they do share a few common traits, including a curious mindset, positive energy and ambition.

What are some things students should avoid doing in their clerkship applications?

Clerkship applications should be completed accurately and include all ancillary documents to support the application.

Does your firm accept clerkship applications from international students / students on study visas??

Applications are open to law students with the right to work in Australia

Do you offer clerkships to non-penultimate year students?

NB: These can be First or Final year students.

Preference is given to students in their penultimate year.

Graduate Job

What does your firm look for in a graduate?

If you have the restless ambition to work at the heart of change, and if you are prepared to take initiative, you'll feel like you belong here.

How can students apply for a graduate position at your firm?

Clerkships are the main entry point to graduate opportunities with G+T, however, from time to time we'll recruit graduates through the standard offers process. Please see our website for full details.

How many graduate positions are available in 2026?

6 - 8

Does your firm offer any international opportunities for graduates or junior lawyers?

G+T offers secondment opportunities both within Australia and overseas to experienced lawyers

Interviews

What does your firm like to see in a clerkship or graduate job interview?

During the interview, we want to meet the 'real' you – this is your chance to show you'll make a proactive and positive contribution to our team. But the most important thing you can do is relax. By this stage, you've already proven you have the academic credentials and

skills we're looking for – we want to see if you'll fit into a team where we don't take ourselves too seriously, and enjoy what we do.

How can students best prepare for an interview with your firm?

Review your CV and cover letter to reinforce the positive impression you've already made. Remember, the interview is a two-way street: expect questions about your application and take the opportunity to ask insightful questions of your own.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Casual roles, such as paralegals, are generally offered to students who have completed a clerkship with G+T

How can students find these opportunities and apply?

We accept expressions of interest for paralegals and other casual opportunities via our careers page on our website.

Impact starts here

With a challenger mindset, G+T is always pushing the status quo and taking a stand on things that matter. That's why we constantly seek new ideas, fresh energy and different perspectives from our clerks and graduates.

Work at the forefront of profound changes in our society and economy with smart people who value your ideas and perspective, and be part of a network that's building Australia's best corporate law firm.

We are purpose-built for our clients' most complex work – across transactions, disputes and regulation.



From your first day with us, you'll have the opportunity to test your skills and interests and work on high-stakes deals at pivotal, industry-shaping moments.

You'll also have the opportunity to help our clients respond to growth opportunities and risks – including climate change and emerging technologies.

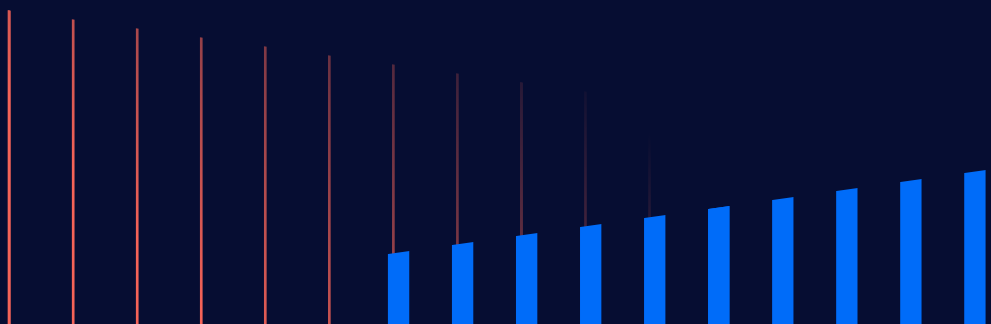
Join our team in the heart of the Perth CBD, and work alongside Australia's leading practitioners in: Banking and Projects, Corporate Advisory, Energy, Resources and Infrastructure, and Disputes and Investigations. We also practice in the following areas nationally:

- Competition, Consumer and Market Regulation
- G+T Innovate
- Pro Bono

If you share our entrepreneurial spirit and restless energy, you'll feel like you belong with us here at G+T. Let us open the door to opportunities and experiences that will shape your career, wherever you want it to take you.

Launch your career with G+T

gtlaw.com.au/careers



HALL & WILCOX

Level 19/108 St Georges Terrace, Perth

Gilda Carter, Senior National Early
Careers Advisor,
gilda.carter@hallandwilcox.com.au

Sarah Parsons, National Early Careers
Advisor, sarah.parsons@hallandwilcox.
com.au

About the Firm

Firm Practice Groups: Our Perth practice groups include: General Insurance, Insurance WA (Compulsory Third Party, Workers Compensation, Recoveries), Corporate & Commercial, Dispute Resolution, Employment, Private Clients and Property & Projects.

What are your firm's core values?

Our Hallmarks reflect what we value as a firm and guide the way we work every day. These are: stay true, be remarkable, respect respect, evolve always and better together.

How would you describe your firm's culture?

We offer a workplace environment in which both individuals and groups feel welcome, respected and valued. This supports and empowers our people to bring their whole selves to work and to achieve their greatest potential.

How does your firm distinguish itself from other law firms? Hall & Wilcox is a unique employer for several reasons.

- We are renowned for our special and unique culture that is underpinned by our Hallmarks. Our leadership is transparent and authentic,

and we strike a balance between the demands of a busy legal practice and delivering excellent client service with a focus on development, wellbeing and fun.

- We are a leading independent Australian law firm. We act for large institutional and corporate clients, including financial services institutions, ASX Top 100 corporates, large private companies and multinational conglomerates.
- We have a strong learning culture and support our people in their development.
- We are a firm of the future. Our Smarter Law mantra means that we challenge the status quo to create real value for our clients, our people and our communities.
- We offer competitive remuneration based on the markets in which we work and recognise moments that matter in our peoples' lives.
- We offer extensive and generous benefits, policies and programs to support all of our people in and outside the workplace.

What are some notable awards your firm has recently received?

- Recognised as a Top 100 Graduate Employer with

Prosple and a Top 25 Graduate Employer with the Australian Associate of Graduate Employment (AAGE) for 2025

- Law Firm of the Year at the 2023 Lawyers Weekly Australian Law Awards
- Law Firm of the Year (101-500 Lawyers) and Diversity Initiative of the Year at the 2022 Australasian Law Awards
- Ranked fourth in the Lawyers Weekly Top 25 Attraction Firms for 2023 and 2024
- Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality (EOCGE) citation holder since 2018
- Best Law and Related Services Firm (\$100m-\$200m revenue) and Best Professional Services Firm (\$100m-\$200m revenue) at the 2023 Client Choice Awards

What significant work has your firm recently undertaken?

Hall & Wilcox act nationally for Australian-based clients and multinational clients with Australian interests. We work with clients across sectors who lead, challenge and reshape their own industries. We build strong and enduring client relationships. Clients

tell us they value our commerciality, our responsive and personal service and our interest in their business and industry.

What kind of pro bono work does the firm engage in?

We are committed to principles of ESG including giving back to our communities by doing work for the public good. We have a dedicated Pro Bono Partner and encourage and expect all our lawyers to meet or exceed 35 hours of pro bono work per year.

Does your firm provide employment opportunities to international students / students on study visas?

Yes, provided they have appropriate work rights to work in Australia.

Clerkship

During which periods do you offer clerkships?

Summer (November/December) and Winter (June/July).

How many clerkship positions are available for 2025?

Approximately 10 positions per intake.

What tasks do clerks usually undertake?

You will be provided with exposure to real work on real files – this may include drafting correspondence and documents, attending client meetings, conferences and mediations, and undertaking research tasks. You will also

participate in practice group training sessions, workshops and development sessions. We encourage our seasonal clerks to get involved in the firm's community, social and sporting activities.

How can a clerk stand out or make a good impression?

The best way to stand out is by being yourself and getting involved in everything that Hall & Wilcox has to offer.

What are some things students should avoid doing in their clerkship applications?

We want your application to be genuine and authentic. Avoid writing a generic application - we are looking for candidates that have a genuine interest in Hall & Wilcox! We recommend you proofread again and again.

Does your firm accept clerkship applications from international students / students on study visas?

Yes, provided they have appropriate work rights to work in Australia.

Do you offer clerkships to non-penultimate year students?

Typically, no. We do not accept clerkship applications from first year students. However, we review applications from final year students on a case-by-case basis.

Graduate Job

What does your firm look for in a graduate?

Hall & Wilcox is interested in

candidates with qualities that align with our Hallmarks and Smarter Law focus. Some of these include:

- A creative mind and a passion for technology and innovation.
- An understanding of the changing legal landscape.
- Varied life experiences including previous work experience (legal and/or non-legal) as well as outside interests.
- Strong and consistent academics and an involvement in extra-curricular activities.
- Excellent communication skills, including language and interpersonal skills.

How can students apply for a graduate position at your firm?

We recruit most of our graduates through our seasonal clerkship program and our paralegal pathway program. If required, we will open market applications.

How many graduate positions are available in 2026?

Between 10 - 15 positions.

Does your firm offer any international opportunities for graduates or junior lawyers?

We have a long-established international team with the expertise and experience to support our large number of existing international clients and Australian clients operating in the global economy. Our international team is led by partners

and senior lawyers who understand first-hand the commercial and legal issues of doing business in that country.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

At Hall & Wilcox, we are committed to creating a diverse workforce and celebrate the characteristics that make each individual unique. We do not look for a particular 'type' of clerk or graduate. Instead, we want to get to know the real you. We want to understand why you would like to work at Hall & Wilcox.

How can students best prepare for an interview with your firm?

Shortlisted candidates will be invited to an interview to meet with firm representatives including a Partner, Lawyer and People & Culture. Do your research and come prepared with questions.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Yes

How can students find these opportunities and apply?

Through our 'expression of interest - paralegal opportunities' listing on our website.

Graduate program



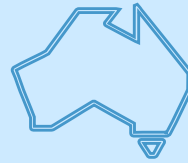
Enjoy a one year structured program

with extensive on-the-job training and support in completing Practical Legal Training.



Elevate Program

provides regular learning opportunities designed to develop graduates by providing skills and expertise to excel.



A comprehensive national induction

program which lays the foundation for the year ahead.



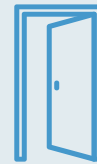
Multiple rotations

gives you the opportunity to gain experience in several of the firm's practice areas.



A strong support network

including a buddy, mentor and supervising partner to provide guidance throughout the year.



Opportunities to participate in pro bono and Smarter Law initiatives.



Life at Hall & Wilcox

offers a range of benefits and initiatives to support the holistic well-being all of our people.



HW Evolve is a hybrid workplace where our people are encouraged and empowered to work flexibly both remotely and in the office.



Future Skills Program

Find out more about this program by searching Graduate Program at hallandwilcox.com.au



HAMILTON LOCKE

Level 39, 152-158 St Georges Terrace Perth, WA 6000

Claire Trodden
Phone: 0306 360 486
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About the Firm

Firm Practice Groups:

- Capital Markets
- Corporate, M&A & Private Equity
- Construction & Infrastructure
- Finance
- Funds & Financial Services
- IP & Technology
- Litigation & Dispute Resolution
- Mining & Resources
- New Energy
- Property & Projects
- Restructuring & Insolvency
- Tax
- Wills & Estates
- Workplace & Employment

What are your firm's core values?

We are a values-led organisation, where our HALO values—High Performance, Agility, Leadership, and Openness guide our actions. These values shape the behaviours we encourage, the clients we work with, the incentives we offer, and the systems we create.

How would you describe your firm's culture?

At Hamilton Locke, our culture is driven by PX – People Experience. We intentionally foster a vibrant, healthy work environment by aligning our

purpose with behaviours that reflect our core values. We believe that a strong PX leads to the best client experience (CX) and drives success for both our people and clients.

Our culture emphasises collaboration, innovation, and inclusivity. We are committed to professional development, offering opportunities like regular training sessions, leadership programs, and team retreats. We also embrace a dynamic social environment, organising annual team trips and adventure activities designed to strengthen bonds and encourage personal growth. This focus on growth, teamwork, and a positive work culture is what sets Hamilton Locke apart.

How does your firm distinguish itself from other law firms?

We set ourselves apart from other law firms by building a people-centric business from day one, attracting top talent from across the globe. Our focus is on maximising the (PX) and cultivating a vibrant, values-driven culture. We believe that a strong PX translates into the best possible (CX), and we are committed to creating

an environment centred on continuous learning, teamwork and collaboration.

We also distinguish ourselves by expanding into adjacent business lines with Source Services, Helios Salinger and Mattered. Source offers high-quality, on-demand legal, HR, governance, risk and compliance services. Helios Salinger combines privacy advisors, data security experts, and privacy lawyers to help organisations balance accountability with commerciality in data use. Mattered is a sustainability consultancy that guides businesses in achieving their sustainability goals with tailored solutions.

As Australia's fastest-growing law firm, we also distinguish ourselves by offering several unique benefits to our people, including:

- Da Vinci Development Program: We encourage employees to explore new hobbies by subsidising costs and offering additional annual leave.
- Adventure Club: We organise several annual subsidised team trips featuring adventure activities designed to push you out of your comfort

you out of your comfort zone

- **Birthday Leave:** All permanent employees receive an additional paid day off to celebrate their birthday.
- **Equity Opportunities:** Every employee has the chance to hold equity in HPX Group, making them an owner in our growing business.

What are some notable awards your firm has recently received?

- **Employer Choice – Lawyers Weekly Australian Law Awards 2022 – 2024**
- **AFT Fast 100 – Financial Review 2023 – 2024**
- **Most Innovative Law & Related Services Firm – Client Choice Awards 2024**
- **Australasian Lawyer – Fast Firms 2021 – 2024**
- **Employer of Choice – Australasian Lawyer 5-Star Employer of Choice 2020 – 2024**

What significant work has your firm recently undertaken?

Hamilton Locke is an award-winning, full-service law firm offering breadth and depth of expertise across the corporate and commercial legal sphere. Our key clients include Macquarie, Wingate, MA Financial Group, Toyota Finance, Longreach, CIMIC, UniSuper, Prospa, Uniseed, Mitsui, Calix and Qube

Holdings. Our Corporate team are ranked 9th in Australia for advising on the highest volume of M&A deals in 2024 (according to Mergermarket) demonstrating our strong position as one of the most active practices in Australia, advising on 93 deals valued at over \$2.51 billion in 2024.

What kind of pro bono work does the firm engage in?

Often what we do and what we can give cannot be accessed by all members of the community. This may be due to cost, circumstance or other barriers. At Hamilton Locke, we believe it is our responsibility to engage with the wider community to break down these barriers and to leverage our resources. Our commitment is to make an impact in the community that is positive, sustainable and meaningful.

The Hamilton Locke Community and Pro Bono Program is comprised of two distinct branches to maximise impact.

- The Community Program focuses primarily on hands-on support for the cause, whether through workshops, mentoring, resources and other in-kind support.
- The Pro Bono Program focuses on providing legal advice in support of the organisation. In doing so, we understand and celebrate our role as lawyers to increase

access to justice and give a voice to those who are otherwise marginalised.

Some of our key partnerships are:

- Forever Projects
- The Hunger Project
- Ocean Impact Organisation
- Your Buddy Check
- Youth Insearch

Does your firm provide employment opportunities to international students / students on study visas?

Our Clerkship Program serves as a pathway to our Graduate Program. International students are welcome to apply, provided they can work full-time during the program and are eligible to secure the necessary visa entitlements to work unrestricted in Australia upon graduation. Please note, graduates are responsible for obtaining the appropriate work visa, as we do not offer visa sponsorship for graduates.

Clerkship **During which periods do you offer clerkships?**

- Summer intake 1
- Summer intake 2
- Winter intake

How many clerkship positions are available for 2025?

At Hamilton Locke, we offer 4 to 6 clerkship positions per intake, providing a select group of students with the opportunity to join our team

What tasks do clerks usually undertake?

During your Clerkship, you will have the opportunity to work in our diverse practice areas, including corporate, finance, litigation, real estate, projects, energy and resources and employment law, in a supportive and collaborative environment which will allow you to develop your legal skills. You'll get the chance to work on real matters and gain practical experience in a range of legal areas, including attending court hearings, attending meetings with clients and working on complex legal transactions.

How can a clerk stand out or make a good impression?

Clerks who excel during their clerkship and secure a graduate position will have demonstrated outstanding legal and technical skills, risen to meet challenges, and embodied our core values of high performance, agility, leadership and openness.

What are some things students should avoid doing in their clerkship applications?

Pay careful attention to detail. Spelling and grammar mistakes can leave a lasting impression, so it's important to ensure your application reflects your best work. Make sure to answer all application questions thoughtfully, highlighting why you're genuinely interested in joining Hamilton Locke. Additionally, remember to submit all

required documents, your responses, resume and academic transcript so your application is complete and stands out.

Does your firm accept clerkship applications from international students / students on study visas?

Our Clerkship Program serves as a pathway to our Graduate Program. International students are welcome to apply, provided they can work full-time during the program and are eligible to secure the necessary visa entitlements to work unrestricted in Australia upon graduation. Please note, graduates are responsible for obtaining the appropriate work visa, as we do not offer visa sponsorship for graduates

Do you offer clerkships to non-penultimate year students?

NB: These can be First or Final year students

While the Clerkship Program is aimed at students who are in their penultimate year of university, if you are in your final year of study, we will still accept and review your application.

Graduate Job

What does your firm look for in a graduate?

We seek ambitious, motivated graduates who are passionate about embodying our values of high performance, agility, leadership, and openness. It's

essential that our graduates are dedicated to nurturing our PX culture and playing an active role in fostering a vibrant, collaborative and healthy work environment.

How can students apply for a graduate position at your firm?

Applications for graduate positions can be submitted through our Hamilton Locke careers page, as well as through platforms such as LinkedIn, Seek and Prosple.

How many graduate positions are available in 2025?

For our 2025 Graduate Program, we welcomed 6 new graduates to join our team.

Does your firm offer any international opportunities for graduates or junior lawyers?

At this stage no, however we have an office in Auckland and our graduates may have the opportunity to preference a rotation in an office outside their home office, including Auckland.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

We value candidates who are well-prepared and have taken the time to research Hamilton Locke, particularly our values and what we stand for as an organisation. It's important that you can connect your own values with ours. We look for candidates who

demonstrate confidence, determination and resilience, and who are committed to both PX and CX.

However, keep an eye on our careers page for any open positions and stay connected to ensure you don't miss out.

How can students best prepare for an interview with your firm?

To succeed in your interview, start by learning about our journey, vision and culture to ensure our values align with your own. Familiarise yourself with our practice groups, clients, and the type of work we do. Be ready to discuss how your personal goals and ambitions align with our firm's values and objectives.

Tips for the day:

- Plan your trip in advance and arrive early to give yourself time to settle
- Dress professionally
- Review your application and be clear on our expectations
- Take a deep breath, stay focused and relax—this is your opportunity to show us who you are

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Yes, we offer casual paralegal roles, providing a great opportunity to gain hands-on experience while completing your studies at university.

How can students find these opportunities and apply?

Many of these opportunities, including paralegal roles, are offered to clerks after they have completed their clerkship.

Your future is calling

Kickstart your career with Hamilton Locke's Graduate & Clerkship Programs

Hamilton Locke is an award-winning team of lawyers advising forward-thinking businesses and innovators on their most pressing challenges.

Courageous thinking. Collaborative structures. Culture at the fore. These are the qualities that enable us to provide today's most innovative companies with practical advice that moves the dial. From complex transactions to industry-first challenges, we strike the right balance of out-of-the-box thinking and accountability to our clients. It's this kind of thinking that has seen us recognised as one of Australia's fastest-growing law firms for three years running.

At Hamilton Locke, our driving force is **PX, or People Experience.**

We believe that focusing on PX through cultivating a vibrant and healthy work environment is what leads to the best possible CX, or Client Experience, and ultimately success for ourselves, our firm, and our clients.

Our Graduate and Clerkship Programs are designed with the PX emphasis at their core, enabling you to grow and thrive during these crucial early stages of your career in law.

Employee Benefits



da Vinci Program

Encouraging employees to push themselves and try new hobbies by subsidising the cost and providing additional annual leave.



Development Opportunities

Regular lunch & learns, strategy days and retreats, continuous feedback and our Dux Academy teach a broad range of technical and leadership skills.



Flexible working arrangements



Birthday leave



Annual firm-wide trip

Contact us

For more information on our Clerkship or Graduate Programs, please contact our Talent Team via talent@hpxgroup.com.au

HERBERT SMITH FREEHILLS

Level 11, 1 The Esplanade, Perth 6000

About the Firm

Firm Practice Groups:

In Perth, we have the following Practice Groups:

- Disputes
- Corporate (M&A and Energy & Resources)
- Projects, Energy and Infrastructure
- Technology, Media and Telecommunications
- Employment, Industrial Relations and Safety
- Real Estate

What are your firm's core values?

Human, Bold & Outstanding

How would you describe your firm's culture?

We're proud to say that we put people first. Our firm is built on a diverse culture, reflective of the societies in which we live and work. That's why inclusivity is key to our success. At Herbert Smith Freehills, you'll be valued for what makes you different and accepted for who you are. We recognise the power of diversity and inclusion to drive innovation, collaboration and business outcomes. So, whether it's working on the latest advancements in digital law, taking part in

some of the biggest mergers and acquisitions around, or helping people through our extensive pro bono work – you'll develop the skills to solve the most complex challenges in thoughtful and innovative ways.

How does your firm distinguish itself from other law firms?

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

What kind of pro bono work does the firm engage in?

Our lawyers are encouraged to participate in the firm's pro bono practice. This might be internationally or closer to home – it really is up to you. Globally we focus on five key areas: access to justice, international development, social impact investment, not-for-profit advisory work and human rights particularly anti-

trafficking and anti-slavery.

Clerkship

During which periods do you offer clerkships?

Summer and Winter

How many clerkship positions are available for 2025?

30-35

What tasks do clerks usually undertake?

Every day is different. As a clerk you will be immersed in whatever matter the group has on at the time. You might be researching a new piece of legislation, drafting advice for a client or preparing for an upcoming trial. The tasks you do will vary depending on the group you are in and the matters that are live at the time. We also encourage our clerks and graduates to seek out work that interests them. Whether it be assisting adjacent teams in the group, innovation projects with our Digital law Group or Legal Operations Group or getting involved with Pro Bono matters.

Beth Soliman
Beth.Soliman@hsf.com
Phone: 08 9211 7671

How can a clerk stand out or make a good impression?

A successful clerkship is one where you can balance:

- Building great relationships across the firm and networking with the practices and members of the team you're genuinely eager to learn more about.
- Be enthusiastic – say “yes” to new opportunities and volunteer to get involved in areas you are interested in.
- Delivering great quality work for your team that assists in their ongoing pieces of work.
- Showing attention to detail, accountability and awareness of what our clients' needs might be.

What are some things students should avoid doing in their clerkship applications?

- Discounting their non-legal work experience – we want to hear all of your achievements
- Spelling and consistency errors
- Not conducting research into the firm they are applying for
- Not being clear on your 'why'

Do you offer clerkships to non-penultimate year students?

Our clerkship program is open to non-penultimate year students, however we prioritise applications from penultimate year students.

Our clerks often find it better to time their clerkship and the commencement of the graduate program on either side of their final year of study.

Graduate Job

What does your firm look for in a graduate?

Great lawyers are both curious and creative. We encourage you to challenge assumptions and open yourself up to new ideas – we're as eager to learn from you, as you are from us.

There's no single path to becoming an exceptional commercial lawyer. We look beyond your academic record and your technical aptitude. We're focused on finding people who have the curiosity to explore all the angles and the empathy to place themselves in their client's shoes.

How can students apply for a graduate position at your firm?

We select many of our graduates through our vacation clerkship program.

How many graduate positions are available in 2026?

11-14

Does your firm offer any international opportunities for graduates or junior lawyers?

Yes. As part of our graduate program, you will have the opportunity to apply for an international secondment within your first two years in

the job. This is a six-month secondment with all the support from the firm you might need to succeed (eg transport, accommodation, language lessons). Our graduates have previously been seconded to our London, Tokyo, Singapore, Seoul and Hong Kong offices.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

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

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

How can students best prepare for an interview with your firm?

- Know where your strengths are and guide the conversation to touch on your experiences that demonstrate them.
- We don't expect you to have a great deal of

experience or knowledge of specific sectors, but it is worth doing some basic research into what practice areas a firm offers.

- Put thought into the questions you'd like to ask us.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Yes. From time to time we offer casual paralegal positions to law students.

How can students find these opportunities and apply?

These opportunities are advertised on our website and through student law societies such as Blackstone.



HERBERT
SMITH
FREEHILLS

**YOUR
GROWTH.
OUR
AMBITION.**

careers.herbertsmithfreehills.com/au/grads

 @HSFGRADUATESAU

About the Firm

Firm Practice Groups:

- Corporate & Commercial
- Construction
- Commodities
- Shipping
- Employment

What are your firm's core values?

HFW's values are encapsulated in three core principles:

1. Entrepreneurial Spirit:

A commitment to innovation, proactive problem-solving, and embracing opportunities to drive progress and success.

2. Creative Expertise:

Leveraging deep industry knowledge and innovative thinking to deliver tailored and effective solutions.

3. Collaborative Partnerships:

Building strong, lasting relationships by fostering open communication, trust, and teamwork with clients and colleagues alike.

Together, these values reflect HFW's dedication to excellence, adaptability, and meaningful collaboration in all aspects of its operations.

How would you describe your firm's culture?

HFW fosters a collaborative and team-oriented culture that thrives on mutual respect and open communication. Inclusivity is a cornerstone of our environment, with a diverse team bringing together varied perspectives, ideas and approaches. This diversity ensures that innovation and creativity flourish in every aspect of our work. Our entrepreneurial spirit empowers team members to propose and implement ideas quickly, enabling us to remain agile and responsive to the evolving needs of our clients and the market. At HFW, respect is not just expected—it is integral to our daily interactions, making this a supportive and dynamic workplace for all.

How does your firm distinguish itself from other law firms?

HFW stands out as a truly global law firm with a collaborative and team-oriented approach that prioritises achieving the best outcomes for clients. With over 600 lawyers across 20 offices worldwide, HFW operates seamlessly across borders, providing clients with access to deep industry expertise and a

global perspective. The firm's sector-focused model is unique, concentrating on six core industries: Shipping, Construction, Commodities, Insurance & Reinsurance, Aerospace, and Corporate & Commercial. This specialisation allows HFW to deliver tailored, pragmatic solutions that address the specific challenges faced by clients in these industries.

What truly sets HFW apart is its culture. The firm fosters an environment free of egos, where collaboration and mutual respect are at the forefront. Lawyers and staff work together as a cohesive team, ensuring that clients benefit from the collective knowledge and experience of the firm. HFW's entrepreneurial spirit and innovative mindset further distinguish it, as the firm consistently seeks creative and practical solutions to complex legal and commercial issues.

What are some notable awards your firm has recently received?

Australia:

- Chambers Asia-Pacific 2024: HFW maintained its Band 1 ranking for Shipping in Australia, with clients praising our in-depth knowledge and commercial insights

- Australian ADR Awards 2023: Sean Marriott, a Partner in HFW's Perth office, was honoured as the International Alternative Dispute Resolution Practitioner of the Year
- Lawyers Weekly 30 Under 30 Awards 2023: Senior Associate Natasha Joukhdar was a finalist in the Construction & Infrastructure category, highlighting the firm's commitment to nurturing emerging talent
- Asia Captive Review – Law Firm of the Year: HFW won this award in 2019, marking their second consecutive win

Worldwide:

- UK Firm of the Year at the British Legal Awards 2024, highlighting its significant progress in leadership in the legal industry
- HFW was positioned at number 31 in The Lawyer's UK 200 list 2024
- Infrastructure & Energy and Insurance Firm of the Year at The Oath Middle East Awards in 2024, celebrating its outstanding contributions to these sectors in the region
- UAE Shipping and Insurance Law Firm of the year 2023 at the Chambers and Partners Middle East Awards 2023 reflecting its excellence in these practice areas.
- Maritime Law Firm of the Year at the Maritime Standard Awards 2023, recognising its expertise

in maritime law

- Asian Legal Business - 40 under 40 2022, Partner Adam Richardson was honoured in the 40 under 40 list. He is based in Singapore and specialises in commodities and shipping disputes, and has been acknowledged for his exceptional legal acumen and client service

What significant work has your firm recently undertaken?

- HFW Australia continues to represent prominent clients across core sectors, including construction, energy, and infrastructure. Recent highlights include advising multinational companies like AECOM and DRA Global and representing design consultants in a high-stakes dispute in the Supreme Court of NSW regarding HVAC, plumbing, and lighting designs for new stations.
- The firm has also been involved in pioneering energy projects such as Australia's first co-located wind and solar farm and peer-to-peer energy trading initiatives.
- Expanding expertise in environmental law and regulatory compliance, HFW has bolstered its team with leading partners, enabling it to support clients in sustainability and international trade.
- This ongoing work reflects HFW's leadership in

delivering innovative and tailored legal solutions across specialised industries.

What kind of pro bono work does the firm engage in?

HFW Australia actively engages in various pro bono initiatives, reflecting the firm's commitment to supporting communities and enhancing access to justice. Notable activities include:

- Mission to Seafarers (MTS): Since 2017, HFW has partnered with MTS, providing over £650,000 in donations and pro bono support globally, including significant contributions from their Australian offices. This collaboration aids seafarers by improving governance, addressing mental health issues, and offering essential services at port centers.
- Human Rights Initiatives: HFW's Australian team is actively involved in pro bono work related to human rights. For instance, Ella Wallwork, Chair of the Proud Network Australia, participates in initiatives addressing human rights concerns.
- Support for Vulnerable Individuals: HFW collaborates with organisations like Equal Justice to assist vulnerable populations. An example includes securing a legal aid certificate for a young migrant mother, enabling her to pursue claims for parentage and

maintenance, thereby ensuring the child's right to know and receive support from their father. Through these efforts, HFW Australia demonstrates a strong dedication to leveraging legal expertise for the public good, supporting both local and international communities.

Does your firm provide employment opportunities to international students / students on study visas?

Our firm welcomes applications from international students and those on study visas. While opportunities are not guaranteed and may depend on specific visa requirements and business needs, we are open to considering candidates on a case-by-case basis.

Clerkship

During which periods do you offer clerkships?

We offer clerkships during a single intake period, typically running from late November to early February. For example, our upcoming intake is scheduled from 24 November 2025 to 6 February 2026. Please note that while we maintain a similar timeframe each year, specific dates may vary slightly.

How many clerkship positions are available for 2025?

2

What tasks do clerks usually undertake?

At HFW, seasonal clerks are entrusted with meaningful and challenging tasks that provide a genuine insight into the legal profession. During their time with us, clerks may work on significant and exciting cases, such as litigation matters approaching trial. Responsibilities can include preparing memoranda of advice or conducting money provisions in subpoenas, conducting document discovery, reviewing cross-claim pleadings matrices, and preparing chronologies and indexes of meeting minutes. A typical day as a clerk involves progressing ongoing tasks or liaising with supervising associates to take on new responsibilities. Clerks are also encouraged to familiarise themselves with case materials, gaining a deeper understanding of the matters they are working on. Additionally, office events, such as morning teas, offer opportunities for clerks to connect with colleagues and immerse themselves in the firm's culture.

To excel during the program, clerks are encouraged to demonstrate proactivity, attention to detail, and a willingness to learn. Building relationships within the team and engaging thoughtfully with the work ensures clerks make a strong and lasting impression.

How can a clerk stand out or make a good impression?

HFW attracts individuals with a global perspective and a keen interest in international matters, particularly those drawn to our specialised sectors and disputes-related work. We value candidates who are unafraid of challenges and eager to develop the skills necessary to excel in their careers.

Our ideal applicant embodies authenticity, is well-rounded, self-motivated, and demonstrates strong attention to detail, coupled with a collaborative and team-oriented mindset. We seek those who actively pursue opportunities, embrace learning, and possess the intellectual rigor required to tackle complex legal matters. At HFW, we encourage ambitious and driven individuals who aspire to make a meaningful impact in their field.

What are some things students should avoid doing in their clerkship applications?

- **Submitting Generic Applications:** Avoid sending out the same application to multiple firms. Instead, tailor each application to the specific firm by thoroughly researching their values, practice areas, notable cases, and key personnel. Demonstrating knowledge about the firm shows genuine interest and helps your application stand out.

- **Addressing Applications Incorrectly:** Double-check that your application is correctly addressed to the right firm and the relevant individual or team. Errors here can make you appear inattentive or disinterested.
- **Overlooking Errors:** Always proofread your application multiple times to ensure it is free from typos, grammatical mistakes, or formatting issues. Attention to detail demonstrates professionalism and reliability.
- **Using Clichés or Overused Phrases:** Avoid relying on generic statements such as "I am passionate about law" without backing them up with specific experiences or examples. Provide concrete evidence of your skills, interests and accomplishments.
- **Failing to Highlight Relevant Experiences:** Tailor your resume to emphasise experiences, skills, or achievements that align with the firm's values and practice areas. Make it easy for recruiters to see how you add value.
- **Missing Deadlines:** Be aware of application deadlines and plan accordingly. Submitting a late application is often an automatic disqualifier.
- **Ignoring Presentation:** Ensure that your application is well-organised, formatted professionally, and easy

to read. Presentation matters just as much as content.

- **Forgetting to Follow Instructions:** Carefully read the application requirements and follow any specified instructions, such as document formats, word limits, or additional materials requested.

Do you offer clerkships to non-penultimate year students?

HFW primarily offers clerkship opportunities to penultimate-year students, as the program is designed to serve as a pathway to graduate roles. However, applications from students in other stages of their studies may be considered in certain circumstances, depending on individual merits and the firm's recruitment needs.

Graduate Job

What does your firm look for in a graduate?

HFW attracts individuals with a global perspective and a keen interest in international matters, particularly those drawn to our specialised sectors and disputes-related work. We value candidates who are unafraid of challenges and eager to develop the skills necessary to excel in their careers. Our ideal applicant embodies authenticity, is well-rounded, self-motivated, and demonstrates strong attention to detail, coupled with a collaborative and team-oriented mindset. We

seek those who actively pursue opportunities, embrace learning, and possess the intellectual rigor required to tackle complex legal matters. At HFW, we encourage ambitious and driven individuals who aspire to make a meaningful impact in their field.

How can students apply for a graduate position at your firm?

HFW offers two distinct pathways for securing a 2025 graduate position: the Clerkship Program and the Paralegal Pathway. Both pathways allow candidates to gain valuable insights into the firm and showcase their skills. It is important to note that HFW accepts more clerks into the program than the available graduate roles. However, clerks are not required to submit a separate application for a graduate position. During the review process at the conclusion of the clerkship program, each clerk will have a discussion about their interest in a graduate role with the firm. Those who express interest will be considered alongside applicants from the Paralegal pathway, and graduate offers will ultimately be extended to three candidates.

Clerks can enhance their chances of securing a graduate position by demonstrating a strong work ethic, maintaining a positive attitude, and consistently delivering high-quality work. These qualities are highly

valued by HFW and can set candidates apart during the selection process.

How many graduate positions are available in 2026?

2

Does your firm offer any international opportunities for graduates or junior lawyers?

Yes, our firm provides exceptional international opportunities for graduates and junior lawyers. During the graduate program, you will have the chance to complete a rotation in one of our Australian offices, gaining valuable local experience. As your career progresses, further international opportunities become available, reflecting our status as a truly global firm. Many of our lawyers have undertaken international secondments, working with colleagues and clients across different jurisdictions. These experiences not only broaden professional horizons but also provide invaluable exposure to diverse legal practices and cultures, enriching both personal and career development.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

To excel in an interview at HFW, candidates should showcase a global perspective and genuine interest in international matters through relevant experiences.

Demonstrating commercial awareness, intellectual rigor, and adaptability is key—share examples of tackling challenges, staying informed on legal developments, and applying innovative or creative solutions. Highlight your self-motivation, well-rounded nature, and teamwork through extracurricular activities, volunteer work, or successful collaborations.

Researching the firm, its values, key personnel, and notable cases is essential. Tailor your responses to reflect alignment with HFW's entrepreneurial spirit, creative expertise, and collaborative partnerships. Communicate clearly and confidently, emphasising your eagerness to learn, career goals, and desire to make a meaningful impact. Finally, proactive engagement and thoughtful questions about HFW's culture or direction demonstrate your enthusiasm and fit for the firm. This comprehensive approach will leave a strong, positive impression.

How can students best prepare for an interview with your firm?

To best prepare for an interview with HFW, students should start by exploring our website and LinkedIn page to gain a thorough understanding of our values, recent updates, and key projects. It's crucial to familiarise yourself with

our practice areas and any notable cases we've worked on to demonstrate your knowledge and interest in the firm. If you've been given the names of your interviewers, take the time to research their backgrounds and roles within HFW. This comprehensive preparation will help you tailor your responses, showcase your genuine enthusiasm, and make a lasting impression during your interview.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Yes

How can students find these opportunities and apply?

Through our job board: <https://www.hfw.com/careers/early-careers/early-careers-australia/> or connecting with Melissa Howard or Candice Dixon on LinkedIn.



YOUR GLOBAL SUCCESS

A global law firm with deep, sector-focused expertise.

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Entrepreneurial | Creative | Collaborative



HHG LEGAL GROUP

Level 8, 863 Hay St, Perth WA 6000

Jade Daws, People Lead
Phone: 1800 609 945
Email: careers@hhg.com.au

About the Firm

Firm Practice Groups:

With offices in Perth, Joondalup, Mandurah, Albany, and Bunbury, HHG Legal Group provides comprehensive legal solutions across a broad spectrum of areas, including:

- Family and De Facto
- Wills, Estate & Succession Planning
- Corporate and Commercial
- Employment and Industrial Relations
- Property
- Building and Construction
- Litigation and Dispute Resolution
- Criminal and Traffic

What are your firm's core values?

We are a passionate legal firm whose people live, work and are connected to the communities that we serve. Our values reflect what matters most – both to our clients and to our people who have been faithfully serving the community of Western Australia.

EXCELLENCE: We strive for excellence in every aspect of our work, delivering exceptional legal services.

TRUST: We inspire trust as legal advisors and deliver on our promises while

maintaining the highest possible ethical standards. We are honest, courageous and transparent.

CARE: Genuine care is embedded in our culture, prioritising the well-being of clients, colleagues, and the community.

We prioritise cultural fit alongside technical ability, ensuring new hires embody these core values.

How would you describe your firm's culture?

Guided by a vision of collaboration, diversity, and support, we foster a modern, collegiate team culture. We invest in our staff through a positive office environment, continuous professional development, and flexible roles, demonstrating our commitment to work-life balance. Social events and an active social club enhance our team spirit.

How does your firm distinguish itself from other law firms?

At HHG Legal Group, we think differently.

Our innovative HHG PILOT program and HHG PPR profit-sharing model provide unique career pathways and equity opportunities.

We offer fast-track career

plans and financial incentives for regional office relocations. Recognising the next generation of leaders our HHG GenNext initiative fosters community engagement and professional networking, while our HHG Artists in Residence program supports local artists.

What are some notable awards your firm has recently received?

- ALPMA – 2024 Excellence in People Award
- Joondalup Business - Association Professional Services Industry Award 2023 (Winner)
- Best Lawyers, Leading Family Lawyer 2018 - 2025 (Winner)
- Lawyers Weekly, Australian Law Awards 2024, Wellness Initiative of the Year (Finalist)
- Australasian Law Awards 2023, State/Regional Firm of the Year (Winner)

What significant work has your firm recently undertaken?

At HHG Legal Group we work with a broad range of clients across a wide range of sectors including construction, hospitality, IT services, and agriculture professional and sporting organisations, not for

sporting organisations, not for profit and charities, schools, and church organisations.

We have acted for high-net-worth individuals, small to medium enterprises, private and listed companies, government bodies and not for profit organisations to draft, negotiate, review and manage litigation and disputes in a range of property-related contracts. In addition, we have assisted clients, industry, stakeholders, courts and tribunals with the proper understanding and application of statutes, also settling precedents in superior State and Federal Courts.

Our employment lawyers have worked with a wide range of clients including SMEs, local governments, partnerships, associations, and both employers and employees, and with various workplace matters such as health and safety, disputes and dealing with industrial relations matters.

HHG's property law team has extensive experience acting for property owners in respect of complex acquisitions, disposals and complex leasing structures, and other commercial transactions.

Further, our litigation team has demonstrated experience across the construction, mining, agriculture, property, hospitality, tourism, leasing,

commercial and local government sectors.

What kind of pro bono work does the firm engage in?

The charitable arm of the firm, HHG Giving Back is our commitment to the community.

Over the last twenty years there have been significant and unprecedented cuts to Legal Aid funding, placing vulnerable individuals further at risk. To lessen this gap, HHG Giving Back provides assistance and sponsorships ensuring that help is accessible to those in need. We have supported the National Pro Bono Target since 2003, encouraging all lawyers to contribute 35 pro bono hours annually. We run free weekly legal clinics and provide a confidential email helpline for victims of domestic violence and elder abuse.

Does your firm provide employment opportunities to international students / students on study visas?

We welcome applications from international students with working rights in Australia, provided they are our preferred candidate.

Clerkship

During which periods do you offer clerkships?

Expressions of Interest are accepted year-round, with an annual intake of four (4) positions.

How many clerkship positions are available for 2025?

4

What tasks do clerks usually undertake?

As a clerk, you'll be involved in administrative work, project work, and training in legal software and technology platforms. This hands-on experience will be invaluable to your legal education.

How can a clerk stand out or make a good impression?

We want clerks who are eager to learn, clear and articulate, and not afraid to have a go. They should be able to write a well-crafted cover letter that is correctly formatted and personalised to the company they are applying to, demonstrating that they have done their research.

What are some things students should avoid doing in their clerkship applications?

Avoid common pitfalls like using AI or SEEK-generated cover letters and make sure all questions are answered in the application.

Does your firm accept clerkship applications from international students / students on study visas?

We welcome applications from international students with working rights in Australia, provided they are our preferred candidate.

Do you offer clerkships to non-penultimate year

students?

Yes

Graduate Information

What does your firm look for in a graduate?

At HHG Legal Group, our Graduate Program is designed to cultivate the next generation of legal professionals through a comprehensive and enriching experience. With exposure to diverse practice areas, tailored training, and unwavering support, we provide a strong foundation for career growth. Rooted in our core values of excellence, trust, care, and innovation, our Program fosters practical learning within a collaborative and forward-thinking environment.

We seek graduates who are switched-on, driven, focused, and inquisitive. A hunger to learn and common sense are key attributes we look for.

How can students apply for a graduate position at your firm?

Though our careers page on our website. <https://hhg.com.au/about-us/careers>

How many graduate positions are available in 2025?

Applications are open to final-year law students and recent graduates. Selection is based on academic performance, extracurricular involvement, and alignment with our values.

Job

Expressions of Interest are accepted year-round, with an annual intake of four (4) positions. We encourage early applications, as contracts are often offered 6-12 months after completing the final year of study. The graduate program is a 12-month fixed-term contract.

To help graduates who are unsure of which practice area they want to specialise in, we offer the rare opportunity to spend 3 months in each area, allowing you to make an informed decision about which area of law best sparks your passion.

Does your firm offer any international opportunities for graduates or junior lawyers?

No.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

In an interview, we like to see candidates who are well-presented, articulate, well-researched, and who ask insightful questions.

How can students best prepare for an interview with your firm?

To make a strong impression, we're looking for eager, articulate students who aren't afraid to have a go. A well-written, personalised cover letter that shows you've researched our firm is essential. Highlighting transferable skills from

previous employment is also beneficial. Ensure you thoroughly research our firm and its people to prepare for your interview.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

While you are studying, we offer casual and part-time employment opportunities that fit around your university schedule.

How can students find these opportunities and apply?

To find and apply for these opportunities, visit our careers page on the website – <https://hhg.com.au/careers>. It's a good idea to also like our LinkedIn page as all positions available will be posted accordingly.

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good starts.

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HOPGOODGANIM LAWYERS

Maria Turner, People and Culture
Advisor

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Level 27, Allendale Square, 77 St Georges Terrace,
Perth WA 6000

About the Firm

Firm Practice Groups:

HopgoodGanim is a leading Australian legal services provider at the forefront of expertise and service delivery in the following practice areas, including:

- Corporate and Commercial
- Disputes
- Insurance
- Intellectual Property
- Technology and Cyber Security
- Resources and Energy
- Projects, Property and Planning
- Workplace and Employment
- Family and Estates

Our people are highly specialised at advising clients who operate in five key client markets, including:

- Energy, Renewables and Mining
- Real Estate and Development
- Technology and digital economy
- Government
- Private clients

What are your firm's core values?

We describe our values and culture as the HG Way. The HG Way incorporates five fundamental values:

Be exceptional – Uncompromising on quality and striving for excellence.

Together – Deeply collaborative, with clients, colleagues and community.

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

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

Top of our game – Forward thinking. Curious. Evolving. Challenging the status-quo.

How would you describe your firm's culture?

HopgoodGanim enjoys a reputation as a place where people love to come to work. Here, you won't just be a small piece of a big machine – you will be a valued and essential part of the team. Everyone at HopgoodGanim is focused on the delivery of exceptional outcomes for our clients and on providing a level of service that is second to none. You'll enjoy a friendly, open-door working environment with plenty of social events in the calendar, including mid-year and end of year celebrations. Offering a unique and vibrant culture, HopgoodGanim is recognised as a place where people are supported and enjoy working. We also have

a dedicated Culture Partner appointed to support our commitment to our values and culture.

How does your firm distinguish itself from other law firms?

We offer our people the opportunity to experience challenging work for high quality clients while enjoying the benefits of a unique culture where we are uncompromising in the protection of our values. Working at HopgoodGanim, you'll also benefit from a flexible working environment, health and wellbeing initiatives, ongoing learning and development, the chance to actively support the community, and so much more.

What are some notable awards your firm has recently received?

HopgoodGanim Lawyers is proudly recognised by a range of leading publications, including Best Lawyers, Doyle's Guide and Chambers for many practice areas across the firm. Some of our most notable firm awards include: Named in the 2025 Edition of Best Law Firms – Australia as a Tier 1 firm for:

- Banking and Finance Law (Brisbane)
- Commercial Law (Brisbane)
- Corporate / Governance Practice (Brisbane)
- Corporate Law (Brisbane)
- Family Law (Brisbane)
- Family Law Mediation (Brisbane)
- Government Practice (Brisbane)
- Health and Aged Care Law (Brisbane)
- Hospitality and Tourism Law (Brisbane)
- Insolvency and Reorganisation Law (Brisbane)
- Insurance Law (Brisbane)
- Land Use and Zoning Law (Brisbane)
- Leasing Law (Brisbane and Perth)
- Litigation (Brisbane)
- Mergers and Acquisitions Law (Brisbane)
- Mining Law (Brisbane)
- Natural Resources Law (Brisbane)
- Oil and Gas Law (Brisbane)
- Planning and Environment Law (Brisbane)
- Real Property Law (Brisbane)
- Retirement Villages and Senior Living Law (Brisbane)
- Trusts and Estates (Brisbane)

Recommended in Doyle's Guide as a First Tier Leading

Firm for:

- Town Planning & Development Law Firm (Qld)
- Family & Divorce Law Firm (Brisbane)
- Wills, Estate & Succession Planning (Qld)

Recognised in Chambers and Partner Asia-Pacific Guide 2025 for:

- Energy and Natural Resources in Australia (Band 5)
- Environment and Planning in Australia (Band 4)
- Native Title: Proponents (Band 3)
- Real Estate (Band 6)

What significant work has your firm recently undertaken?

- Energy, Renewables and Mining: HopgoodGanim facilitated the proposed merger of two large multi-asset mineral resource companies operating significant gold portfolios in Western Australia, Mako Gold and Aurum Resources. Both companies entered into a Bid Implementation Agreement (BIA) to effect the merger by way of an off-market takeover bid (Proposed Merger), under which Aurum bid for 100% of the issued shares in Mako and 100% of two classes of unlisted options. The transaction officially closed and was finalised

on 6 March 2025, with Aurum acquiring 100% of Mako shares and creating a stand-out emerging gold exploration and development business in West Africa with more than \$20 million to advance the flagship Napié and Boundiali Projects in Côte d'Ivoire, as well as highlighting a significant step forward in advancing both Mako and Aurum's growth strategy and expanding its portfolio of high-quality gold assets.

- Real Estate and Development: HopgoodGanim advised ADCO Constructions and Arklife on the \$350m sale of two build-to-rent projects. The HopgoodGanim team provided advice on all aspects of the transaction, from the initial site acquisition, structuring and financing to the ultimate sale of both projects. The team's expertise in complex property transactions, coupled with a deep understanding of the real estate and development sector, was critical to the smooth and successful execution of the deal.
- Technology and Digital Economy: HopgoodGanim advised Universal Field Robots on acquisition by Sandvik. The acquisition will see UFR integrated into Sandvik's Digital

Mining Technologies division, enhancing their leading mining automation platform - AutoMine®. The HopgoodGanim cross-sector team undertook due diligence, preparing transaction documents and the negotiation of the commercial agreement.

- **Private Clients:** We recently assisted the Wanless Group in relation to the acquisition and sale of various waste transportation and logistics businesses throughout Australia, including the sale of some of the group's commercial and industrial waste operations in Queensland for over \$80 million, and the acquisition of several recycling businesses in NSW, Queensland and Victoria. Outside of our commercial offering to the Wanless Group, our relationship has grown to include not only the broader group of Wanless companies, but the immediate Wanless family.

What kind of pro bono work does the firm engage in?

We use our legal expertise, platform, and profile to deliver impact and outcomes through pro bono legal services. Our pro bono impact strategy is focused on delivering long-term changes in three impact areas:

- First Nations communities

- Environmental disasters
- Domestic and family violence

Does your firm provide employment opportunities to international students / students on study visas?

There are employment opportunities for all students. Visa conditions will be considered when recruiting for advertised positions (e.g. student visas with restricted hours). All opportunities are advertised on our website under our Careers page.

Clerkship

During which periods do you offer clerkships?

We follow The Blackstone Society guidelines for Vacation Clerkship and Graduate recruitment for our Perth Office, so we would offer Clerkships based on The Blackstone Society timelines.

How many clerkship positions are available for 2025?

HG intend to open applications up similarly to last year, that being positions available for 10 clerkship positions over two specific clerkship programs run over 2025/2026.

What tasks do clerks usually undertake?

Across the duration of the program, clerks will work with up to two practice groups, based on their preferences. They undertake real legal work, as well as attend client meetings and court

appearances.

How can a clerk stand out or make a good impression?

Take time to read the advertisement for our clerkship program and apply accordingly. Our firms' values are important to us and there will always be a question around one or all of them.

Does your firm accept clerkship applications from international students / students on study visas?

Yes.

Do you offer clerkships to non-penultimate year students?

NB: These can be First or Final year students
Generally, we take penultimate students for our Clerkship Programs.

Graduate Job

What does your firm look for in a graduate?

We are looking for graduates that are keen to have a go, eager to learn and who respect the HG values. We are committed to supporting our graduates to build their career and grow their professional skills at HG.

How can students apply for a graduate position at your firm?

HG follow the guidelines set out by the Law Schools and advertised on the Law Society website. Graduate recruitment offers are made

on Friday, 18 July 2025 for commencement of Graduates in 2026. All vacation clerks that have participated in our programs whilst in their penultimate year, will be assessed and will be part of our initial pool for offers.

If Graduate positions weren't successfully filled, we would then progress to 'Open Market' advertising and openings would be on our Careers page.

How many graduate positions are available in 2026?

Our Perth office will be looking to fill 1-2 Graduate positions for 2026.

Does your firm offer any international opportunities for graduates or junior lawyers?

No.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

We are looking for students who will thrive in our relationship culture from day one. Every single member of the HopgoodGanim team has a role to play in what our clients experience, and our Law Graduates are no exception to this. It is important we see this during the application and recruitment process for our Clerkship Program.

How can students best prepare for an interview with your firm?

We suggest that you take the time to research the firm and the role you are interviewing for. You can find out more about the work we do and the clients we act for on our website. Our website also includes profiles of our senior legal practitioners. It's a good idea to find out who will be interviewing you and make sure you understand their experience and areas of practice. On the day of your interview, please arrive on time and ensure you are well-presented.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

There are often casual and part-time employment opportunities advertised on our Careers page.

How can students find these opportunities and apply?

Vacancies and opportunities for employment will be advertised on our website under "Careers". We also use the SEEK and LinkedIn platforms.



Are you ready for an exceptional legal career?

HopgoodGanim Lawyers is recognised as a place where people love to work. We offer graduates and clerks the opportunity to experience interesting work for high-quality clients, while enjoying the benefits of a unique and vibrant culture.

Working with us, you'll also benefit from a flexible working environment, health and wellbeing initiatives, ongoing learning and development, the chance to actively support the community, and so much more.

To find out more about our history, culture and opportunities, visit hopgoodganim.com.au/careers.

HWLEBSWORTH

Level 20/240 St Georges Terrace

Jessica Oliver and Chris Hilder
perth.applications@hwle.com.au

About the Firm

Firm Practice Groups:

The Perth office has:

- Banking & Finance
- Construction & Infrastructure
- Corporate & Commercial
- Insurance (Statutory Classes)
- Litigation
- Property
- Workplace Relations & Safety

How would you describe your firm's culture?

Regardless of your rank, there is a large amount of trust placed on you to be involved in valued work. Due to our system of supervising partners and mentors, everyone receives meaningful feedback and professional development opportunities as well as a sense of comfort knowing who to reach out to, should you need help. We encourage continuous learning and growth, which is enabled by having direct access to partners who are approachable.

HWLE is also a place where you can meet and make friends - whether in your team, over Friday drinks, in a sports team, or other social club events/initiatives.

How does your firm distinguish itself from other law firms?

From a client perspective, HWLE's point of difference is the inherent trust we develop with clients - which is built upon our understanding of their unique business needs and a relationship driven approach. This, coupled with highly competitive pricing, makes us one of Australia's pre-eminent commercial firms. For our graduates and staff, there are 4 key aspects.

Career Progression: with the lowest ratio of solicitors to partners of any Australian law firm, you'll have clear career progression pathways and the opportunity to take on more responsibility, sooner.

Work-Life Balance: enjoy one of the lowest billable targets in the industry, as well as the expectation to only work local hours as we are a national firm.

Real and Complex Work: from day one, you'll work on real, challenging, and high-profile matters, gaining exposure to blue-chip clients whilst collaborating with a high-performing team.

Pro Bono work: every graduate needs to complete a 30-day secondment with a pro bono secondment partner.

What are some notable

awards your firm has recently received?

The Best Lawyers in Australia™ Awards 2025 recognised:

- 142 HWL Ebsworth Lawyers as "Best Lawyers".
- 7 HWL Ebsworth Lawyers as 'Lawyer of the Year'.
- HWL Ebsworth Lawyers with the "Top-Listed National Award" for having the highest number of recognised lawyers in: Commercial law (19), Health and Aged Care law (9), Medical Negligence law (10), Shipping and Maritime (6), and Trade law (4).

What significant work has your firm recently undertaken?

A few recent clients/matters:

- HWLE successfully acted for Citibank in a secured cross-border financing (Australia, UK, US and Canada) for Intrepid Group, leading global travel providers.
- We advised Officeworks on its acquisition of digital education provider, Box of Books.
- Lawyers in our Insurance, Litigation and Pro Bono Practice Groups assisted to review a number of legal and financial fact sheets for Cancer Council on a pro bono basis.

on a pro bono basis.

- HWLE represented Jackie O in a 10-year extension contract for the Sydney breakfast radio show and expansion into Melbourne.
- We also sit on the national legal services panel for ANZ and CBA.

What kind of pro bono work does the firm engage in?

HWLE is a full-service commercial law firm that has a large and growing pro bono practice led by our national pro bono practice group.

HWLE seconds graduates and solicitors to over 30 community legal centres and not for profit organisations across Australia, with all our graduates nationally completing a six-week pro bono secondment. We believe pro bono secondments are an integral part of legal training offering an opportunity to understand and contribute to the Australian legal assistance sector alongside gaining experience in commercial practice.

As graduates progress through the firm, we then offer many different pro bono opportunities which include providing direct legal advice to individual clients who cannot otherwise afford legal assistance; contributing to community legal education and law reform projects; and participating in outreach services with community partners. Outreach takes many forms including advice

clinics or specialist clinics. For instance, we run Wills Clinics in collaboration with partners such as the Salvation Army, Legal Aid and the Cancer Council. We also advise many charities who work to assist vulnerable individuals or in the public interest.

Does your firm provide employment opportunities to international students / students on study visas?

No, we do not.

Clerkship

During which periods do you offer clerkships?

Summer 1 - Nov/Dec (4 weeks)

Winter - June/July (3 weeks)

How many clerkship positions are available for 2025?

Approx. 15 in total

What tasks do clerks usually undertake?

Day to day work may include attending external and/or client meetings, drafting a piece of advice and/or agreement, assisting with due diligence, attending settlements, research tasks and attending Court.

How can a clerk stand out or make a good impression?

- Be authentic - you want to make sure you feel comfortable and that your values align to your workplace
- Get involved in different aspects of work and culture
- Get to know those around

you - knock on doors, go for coffees or join a sports team

What are some things students should avoid doing in their clerkship applications?

We would recommend that students avoid applications or responses that are too generic. Firms want to be able to see that you have done your research on who they are and what makes them stand out to you. If you don't highlight your motivation for applying to us, we won't be able to see how you are the right fit for us.

Another key thing to avoid is providing a response that doesn't fit a question, just so you can highlight a key experience or skill. While the information you provide may be impressive or interesting, firms select their application questions for a purpose. There is always important information they are looking to gather from each question and so it is beneficial to ensure you understand it and try your best to demonstrate what they are asking for.

Does your firm accept clerkship applications from international students / students on study visas?

No, we do not.

Do you offer clerkships to non-penultimate year students?

No, we do not.

Graduate Job

What does your firm look for in a graduate?

We look for someone who is intelligent, commercially minded and ambitious. Our ultimate goal is to hire graduates and watch them grow and develop into Partners of the firm. As such, maintaining our culture is very important to us, so we look for graduates whose values align with ours.

How can students apply for a graduate position at your firm?

We are no longer accepting graduate positions for our 2026 Perth Graduate Program, as they were filled through the Clerkship Program. But it's worth keeping an eye on our website in case things change.

How many graduate positions are available in 2026?

We do not have any graduate roles available as we filled them through the clerkship program.

Does your firm offer any international opportunities for graduates or junior lawyers?

HWLE is a national firm with offices in every state and territory in Australia.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Someone who has a genuine interest in our firm and the type of work we undertake.

Tell us why you would like to be a part of our firm and why you have chosen HWL Ebsworth to be the place you start your career. We also would like to get to know you as a person - we've seen your CV and read your cover letter, let us get to know you!

How can students best prepare for an interview with your firm?

Be prepared, do your research and understand why it is you want to work with us. Giving us an insight into your personality is something we hold in high regard, so be as open as possible to allow us to get to know you better.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

We are open to students joining us in a part-time, paralegal/PA role. Realistically, we do look for these students to have at least 2 years remaining of their degree so, that it's not a short-term arrangement.

How can students find these opportunities and apply?

We have a talent pool that you can apply to, and then when a role comes up, your details will be there, and we will reach out if suitable. Apply to 'Legal Assistant' on LinkedIn.

HWL EBSWORTH CLERKSHIP PROGRAM (WA)

CLERKSHIP PROGRAM

Running over the summer, HWL Ebsworth's Clerkship Program is structured to present you with hands-on experiences and training to develop your legal skills and knowledge whilst offering the chance to network with a range of practitioners throughout the firm. As a valued member of the team, you will be exposed to a broad range of work within your designated Practice Group, and we will have the opportunity to get to know you on both a personal and professional level.

Operational activities may include attending external and/or client meetings, drafting a piece of advice and/or agreement, assisting with due diligence, attending settlements, research tasks and attending Court. Other training areas and practice management workshops may focus on client management, negotiation skills and technical skills, and will be accompanied by career information sessions.

WHO CAN APPLY

Applications are open to those who meet the following criteria:

- You are in your penultimate year of study (finishing in 2026)
- You are studying Law at an Australian university.
- You are an Australian or New Zealand citizen or permanent resident.

KEY DATES

APPLICATIONS OPEN:
Monday 23 June 2025 (9am)

APPLICATIONS CLOSE:
Sunday 27 July 2025 (11:59pm)

OFFERS CAN BE MADE:
Friday 12 September 2025 (9am)

OFFERS MUST BE ACCEPTED OR DECLINED:
Friday 12 September 2025 (1pm)



WHAT WE OFFER



Real and Complex Work: from day one, you'll work on real, challenging matters, gaining exposure to clients whilst collaborating with a high-performing team.



Mentorship & Feedback: you'll receive ongoing guidance and comprehensive feedback from your supervising Partner and mentor.



Customised Induction Program: our comprehensive induction program will assist in familiarising you with our systems and processes, giving you real insight into our practice groups and life at HWLE.



Networking Opportunities: engage with your colleagues through social and development events, firm-wide celebrations, and networking opportunities from Graduates through to Partners.



Career Progression: with the lowest ratio of solicitors to partners of any Australian law firm, you'll have clear career progression pathways and the opportunity to take on more responsibility, sooner.



Pathway to Graduate Program: almost all of our graduate roles for 2027 are filled with those who clerk with us. This is your opportunity to see what life is like at HWLE.

CONTACT US

People & Development:
perth.applications@hwle.com.au

For more information on our programs, recruitment process, practice groups and to apply, please scan the QR code.



www.hwlebsworth.com.au

JACKSON MCDONALD

People & Development Team
recruitment@jacmac.com.au

**Whadjuk Noongar Boodja Level 17, 225 St Georges
Terrace Perth WA 6000**

About the Firm

Firm Practice Groups:

- Property & Real Estate
- Corporate Commercial
- Disputes Resolution & Litigation
- Construction
- Taxation and Succession
- Insurance and Risk

Within these Practice Groups, we provide legal services to/ in:

- Aboriginal Organisations
- Banking and Finance
- Commercial Contracts
- Construction Law
- Corporate Advisory, Compliance and Governance
- Environmental
- Foreign Investment
- Intellectual property
- Planning
- Restructuring and insolvency
- Transactions, Mergers and Acquisitions
- Workplace and industrial relations
- Workplace Health and Safety
- Energy
- Estate Litigation and Trust Disputes
- Estate planning and business succession
- Family and Relationship Law
- Private Wealth

- Taxation & Trusts

What are your firm's core values?

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

- Honesty & Ethics: Acting with personal and professional integrity.
- Contribution to the community: Contributing to the legal profession, charities and community.
- Mutual Respect & Teamwork: Showing trust and consideration for our colleagues, and achieving results through effective teamwork.
- Client Focus: Building strong relationships with our clients and understanding their industries to achieve the best outcomes for them.
- Complete Professionalism: Maintaining and applying the highest standards of skill and knowledge.

How would you describe your firm's culture?

At Jackson McDonald our firm's culture is deeply rooted in our core values of

honesty and ethics, having a client focus, complete professionalism, respect and teamwork and contributing to our community. Our values are important to us, with integrity and inclusivity sitting at the core of who we are, shaping all our interactions. Our brand promise of experience, confidence and clarity encourages us to create positive experiences for our clients and one another. We strive to build trust to replace uncertainty with absolute clarity so our clients feel confident working with us.

How does your firm distinguish itself from other law firms?

Jackson McDonald is one of Western Australia's largest independent full-service law firms. We play an integral role in shaping the state by providing our clients with clear, concise legal advice that is tailored to their commercial and operational needs. Being proudly Western Australian is at the heart of how we operate. What defines every Jackson McDonald professional is the courage to be bold. To identify the most salient issues and

proceed with confidence. To be honest and speak up for what we believe in. To take a stance and see it through. To leave things better than we found them.

What are some notable awards your firm has recently received?

The highly experienced team at Jackson McDonald are regularly recognised in leading legal directories such as Chambers & Partners Asia-Pacific, The Legal 500 Asia-Pacific, Best Lawyers and Doyle's Guide.

What significant work has your firm recently undertaken?

As Western Australia's leading independent law firm, our experience and knowledge span several industry sectors, including Building and Construction, Energy & Resources, Aged Care, Healthcare, Insurance, Local Government, Mining and Resources, Retirement Villages and the Not-For-Profit sector, as well as supporting Aboriginal Organisations. Please visit our website for a full list of industries we work across as well as examples of our recent work and cases www.jacmac.com.au

What kind of pro bono work does the firm engage in?

The team advises a number of local and international charities and supports Aboriginal and Torres Strait Islander's organisations

with pro bono advice and representation to ensure that access to justice is a fundamental right for all who need it. Our staff also support Law Access and Curtin University's Tax Clinic.

Most of our lawyers sit on non-for-profit boards in the areas of risk management, insurance and governance.

Clerkship

Does JacMac offer clerkship?

Though we do not offer clerkships at present, you are very welcome to send through your expression of interest to recruitment@jacmac.com.au for our paralegal and legal assistant positions that we hire on an ongoing basis. Alternatively, if you would like to be considered for our graduate program, you are encouraged to apply through Prosple or our website www.jacmac.com.au/careers

Graduate Job

What does your firm look for in a graduate?

We look to recruit individuals who are able to transition well when faced with change, are energetic, eager to learn and committed to delivering quality work and service to our lawyers and clients.

How can students apply for a graduate position at your firm?

You are encouraged to apply through Prosple. Alternatively, look out for when our graduate application period commences later this year through our website

www.jacmac.com.au/careers/ or our LinkedIn page.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

We are eager to meet candidates who are well prepared, clear in their communication and show genuine enthusiasm about the opportunity to join Jackson McDonald. We want to hear about your academic, personal and professional achievements. We appreciate that an interview is not just a chance for us to interview a candidate, but also an opportunity for the candidate to interview us and determine if they can see themselves at Jackson McDonald. For this reason, we like to meet candidates who have thought about what working at Jackson McDonald might be like, are confident in asking questions, and can articulate their expectations of an employer.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Yes, we do offer casual or part-time employment, particularly with paralegal and legal assistant positions that we hire on an ongoing basis.

How can students find these opportunities and apply?

Jackson McDonald's website is the best place to start www.jacmac.com.au/careers/



JACKSON McDONALD
MULTI-SECTOR LAW

APPLY TODAY 2026 LAW GRADUATE PROGRAM

Your first day as a graduate is a significant milestone. We are committed to supporting the growth and development of our graduates.



www.jacmac.com.au



recruitment@jacmac.com.au

JOHNSON WINTER SLATTERY

Level 49, 152-158 St Georges Terrace, Perth
WA

Wilma Lewis, People &
Development Manager
Wilma.Lewis@jws.com.au

About the Firm

Johnson Winter Slattery (JWS) is a leading Australian law firm known for advising corporations and funds on their most complex transactions, disputes and regulatory matters.

At JWS, we build authentic, long-term relationships and have a deep understanding of our clients and their industries.

Our firm is comprised of more than 450 highly talented people, including 80+ partners, across Sydney, Melbourne, Adelaide, Canberra, Brisbane and Perth. We are globally connected and have strong relationships with major independent law firms around the world.

JWS was recognised as Technology, Media and Telecom M&A Legal Adviser of the Year (Mergermarket M&A Awards Australia 2023), Energy Law Firm of the Year (Best Lawyers 2023) and Best Australian Law Firm (Beaton Client Choice Awards 2025). Our lawyers are highly ranked in Chambers & Partners, Legal 500 and Lexology Index (formerly Who's Who Legal). We are strongly committed to social justice, responsible business and our diverse

communities. We are proud of our pro bono program which focuses on supporting low income, disadvantaged and marginalised people in the Australian community.

Firm Practice Groups:

- Corporate (Private Equity, Venture Capital, M&A, Public Markets)
- Finance
- Competition
- Technology, Digital & IP
- Foreign Direct Investment
- Dispute Resolution
- Energy & Resources
- Restructuring
- Tax
- Employment, Industrial Relations & Safety
- Environment & Planning
- Real Estate, Projects and Construction

How would you describe your firm's culture?

JWS is renowned for its warm, collegiate culture and cross-practice collaboration. Our people share in the value they help create.

Our firm culture emphasises teamwork, open communication, mentoring and professional development and wellbeing. We foster a friendly and approachable atmosphere where career-lawyers engage

directly with partners. Our lawyers work across practice areas and offices, promoting a collaborative and integrated approach to client matters.

JWS invests in its people, offering structured development programs, mentoring and opportunities for pro bono work and client secondments. We recognise the importance of work-life balance, and we offer flexible working arrangements and support for families and carers. We value diversity and inclusion, with a strong focus on creating a workplace where everyone feels valued and respected.

How does your firm distinguish itself from other law firms?

- Exceptional service, strategic solutions: Our client service is award winning and our service is consistently seen as excellent by our clients and ahead of our competition.
- Work Exposure: High-profile and complex legal matters.
- Top-Tier Clients: Google, Qantas, Rio Tinto, Unilever, Microsoft.
- Supportive Culture: Close senior engagement, collaboration.

At JWS, we build authentic,

long-term relationships and have a deep understanding of our clients and their industries. Our clients say we are pragmatic, strategic, commercial and easy to work with.

What makes JWS unique is:

- Our focus on strategic, commercial outcomes and our exceptional service delivery – we provide legal advice focused on achieving the best outcomes for our clients.
- We are a globally connected, leading independent Australian law firm – we have strong relationships with major law firms in Asia, the US, UK and Europe. In 2025, we announced an alliance with TMI Associates, one of Japan's leading law firms.
- Market-leading lawyers, highly ranked in Chambers & Partners, Legal 500, Lexology Index and other directories.
- Outstanding reputation in key areas of law, including: Corporate (Private Equity, M&A, Public Markets), Finance, Competition, Technology, Digital & IP, Foreign Direct Investment, Dispute Resolution, Energy & Resources, Restructuring, Tax, Employment, Industrial Relations & Safety, and Property; and key sectors, including Technology / Tech M&A, Defence, Clean Energy & Emerging Energy Technologies, Healthcare,

Oil & Gas, Mining, Media & Communications, Fashion, FMCG, and Natural Capital.

- Our recognition and awards, including being named Technology, Media and Telecom M&A Legal Adviser of the Year by Mergermarket, and Best Australian Law Firm in the Beaton Client Choice Awards 2025.

What significant work has your firm recently undertaken?

Recent matters:

- Qantas - Defending an ACCC prosecution for alleged false or misleading representations and other alleged ACL breaches regarding flight cancellations.
- Qantas & Jetstar - Defending Qantas and Jetstar against class actions in relation to flight cancellations.
- Potentia Capital - Take-private acquisition of Nitro Software, acquisitions of Micromine, SuperChoice Services, NewBook (as well as its sale), Commerce Vision and PC-EFTPOS and its investments in Soprano Design and EstimateOne.
- Archer Capital - A\$820 million sale of illion to Experian.
- Insight Partners and Insight Venture Capital - investments in Employment Hero, SafetyCulture, Linktree, EQL Launches, Devicie,

Octopus Deploy and Relevance AI.

- EQT – acquisition of VetPartners, the leading provider of veterinary and animal health services in Australia and New Zealand.
- Advent International -- acquisition of a majority stake in the Australian luxury fashion brand ZIMMERMANN.
- Google - Secured a landmark High Court win in the seven-year proceedings of Defteros v Google, a long-fought and significant battle in a defamation claim concerning search engine results
- BDO – as provisional liquidators of the Crown Group
- Various mining companies - Advised several different bidders on every major multi-billion-dollar Australian coal sector sale process in recent years, including acting for bidders for BHP's Mt Arthur, Poitrel, South Walker Creek and Cerrejon coal mines, BMA's Blackwater and Daunia coal mines, South32's Appin and Dendrobium coal mines and Eagle Downs coal project, Anglo's metallurgical coal business.

Does your firm provide employment opportunities to international students / students on study visas?

No

Clerkship

During which periods do you offer clerkships?

Clerkship Dates for 2025/26 are

- Summer 1: 24 November 2025 – 12 December 2025
- Summer 2: 27 January 2026 – 13 February 2026
- Autumn: 7 April 2026 – 24 April 2026
- Winter: 22 June 2026 – 10 July 2026

How many clerkship positions are available for 2025?

For the 2025–26 program, we plan to hire between 12 - 15 seasonal clerks in our Perth office.

What tasks do clerks usually undertake?

Types of work clerks get involved with include:

- Legal Research: Conducting research on various legal issues, cases, and statutes to assist with ongoing matters and case preparation.
- Drafting Documents: Preparing drafts of legal documents such as contracts, memos, briefs, and correspondence.
- Case Analysis: Analysing case law and legal precedents to support arguments and strategies for current cases.
- Client Interaction: Participating in client meetings, drafting client emails, and helping prepare for client presentations.
- Document Review: Reviewing documents for

relevance and privilege, often in the context of discovery in litigation.

- Attending Court and Meetings: Observing court proceedings, mediations, depositions, and other legal meetings to gain practical insights.
- Administrative Support: Assisting with filing, organising documents, and other administrative tasks as required.
- Project Assistance: Working on specific projects assigned by lawyers or partners, which may include preparing reports or summaries.
- Due Diligence: Assisting with due diligence processes in transactions, including reviewing and summarising financial and legal documents.

Does your firm accept clerkship applications from international students / students on study visas?

No

Graduate Job

What does your firm look for in a graduate?

We look for ambitious, adaptable, and commercially minded law students who are eager to learn and contribute. Strong written and verbal communication skills, along with the ability to work effectively in a collaborative, team-oriented environment, are essential.

We value individuals who take initiative, proactively

seek opportunities, and make meaningful contributions.

While academic achievement is important, we also appreciate diverse experiences, including legal or non-legal work experience, leadership roles in university societies, sports, volunteering, or retail/hospitality, as well as extracurricular involvement that demonstrates initiative and teamwork.

How can students apply for a graduate position at your firm?

We recruit our graduates from our clerkship program, as it allows us to develop talent internally and ensure a strong fit with the firm. However, if we find that we are unable to meet our graduate hiring needs through this process, we may look to the open market to fill any remaining positions.

JOHNSON
WINTER
SLATTERY

Your path. Your career. Your journey.

A great place to work

At JWS, you will take on market-leading work in a down-to-earth environment.

We are a leading Australian law firm known for advising corporates and funds on their most complex transactions, disputes and regulatory matters. Our clients say we are pragmatic, strategic, commercial and easy to work with.

Accelerate your career

As a graduate, you will work with leading lawyers on high-profile and complex legal matters, gaining practical experience across a broad range of practice areas and industry sectors.

Our committed partners are genuinely interested in developing your skills and supporting your career. Our graduates receive close partner and senior lawyer mentoring and guidance, and benefit from our structured graduate training program.

Award Winning



TECHNOLOGY, MEDIA AND TELECOM M&A LEGAL ADVISER OF THE YEAR

Mergermarket M&A Awards Australia 2023

ENERGY LAW FIRM OF THE YEAR

Best Lawyers 2023

BEST LAW FIRM

Beaton Client Choice Awards 2024

HIGHLY RANKED IN LEGAL DIRECTORIES

Chambers & Partners and Legal 500



A great place to work.
jws.com.au

JONES DAY

Level 30, QV1 Building, 250 St
Georges Terrace, Perth WA 6000

Catherine Lewis
Phone: 07 3085 7019
clewis@jonesday.com

About the Firm

Firm Practice Groups:

Perth

- Labor & Employment
- Global Disputes
- Energy

Other Australian Offices

- Corporate
- Financial Markets
- Antitrust & Competition Law
- Government Regulation
- Business Restructuring & Reorganization
- Intellectual Property
- Tax
- Real Estate

What are your firm's core values?

- Integrity, both individually and institutionally, in dealings with our clients, the courts, our adversaries, and among ourselves.
- A sense of personal accountability for every decision, judgment, and action on behalf of our clients or the Firm.
- A level of competence which is marked by creativity and judgment that makes the quality and value of our services distinctive, and that our lawyers will enhance by continued professional growth.
- A dedication to our clients' interests and an intensity

of effort which distinguish our lawyers from others in the profession.

- An independence which does not detract from dedication to the interests of our clients, but which always enables us to determine and to advise what is in the best interests of our clients.
- Courage in representing our clients in hostile and sometimes individually threatening environments.
- An understanding of our clients that makes us more sensitive to their concerns and objectives and a discipline that makes us more responsive to their needs.
- A determination to provide quality legal services to our clients with real efficiency and within an organisation structured to facilitate, rather than to impede, the achievement of these objectives.
- A true unity of purpose among our lawyers which places the welfare of our clients and the Firm above that of any practice, region, office or individual.
- Commitment to this Firm as a professional endeavor, composed of people who have the same professional values and aspirations, the

most important of which are contained in these principles.

How would you describe your firm's culture?

Jones Day's culture emphasises collegiality and teamwork, ensuring that support, guidance, and assistance is always available to every lawyer in the Firm.

At a local level, the Firm is able to offer a small, tight-knit team with all the advantages of a global Firm in terms of the work on offer and resources available.

How does your firm distinguish itself from other law firms?

Our One Firm Worldwide approach distinguishes Jones Day from other successful law Firms and allows us to respond to clients' needs with the most effective teams, strategies and experience – wherever they are in the Firm. We bring the best of the Firm to every client engagement. Jones Day clients don't "belong" to individual partners, or even particular offices or practices – every client is a client of the Firm.

What are some notable awards your firm has recently received?

- Best Lawyers 2026 - 35 Jones Day lawyers recognized in the 2026 edition of "The Best Lawyers in Australia" across 32 areas of law.
- AustraChambers Asia-Pacific 2025 - Ranked: Competition/Antitrust; Construction; Corporate/M&A; Dispute Resolution; Energy & Natural Resources; Intellectual Property; Restructuring/Insolvency; and Tax.
- Chambers Global 2025 - Ranked: Corporate/M&A; Dispute Resolution; Energy & Natural Resources; and Intellectual Property.
- Legal 500 Asia Pacific 2025 - Ranked: Competition and trade; Construction; Corporate and M&A; Dispute resolution; ECM Energy (transactions and regulatory); Intellectual property; Labour and employment; Natural resources (transactions and regulatory); Restructuring and insolvency; and Tax.

What significant work has your firm recently undertaken?

- Global Petroleum Company - in multiple court proceedings concerning joint ventures in Queensland for the production of coal seam gas.
- US Energy Company - on its US\$3.8 billion acquisition of a mining company's

steelmaking coal business, comprising a majority ownership interest in four operating metallurgical mines in Queensland, Australia as well as several development projects.

- Australasian Investment Firm - on employment aspects in relation to its \$2.2bn takeover of a real estate investment platform.

What kind of pro bono work does the firm engage in?

Jones Day professionals at every career level, and from every practice and every office, contribute to the Firm's culture and tradition of pro bono. The long-term commitment to pro bono has never wavered, whether leveraging our global resources in the fight against human trafficking, combating hate crimes, or building out and participating in local legal aid efforts in the communities we call home.

Paralegal information

The Perth office employs casual law student paralegals in lieu of running a summer clerkship program.

During which periods do you offer paralegal positions?

Our casual paralegal roles are advertised on an "as needs" basis. We typically employ up to four paralegals each year.

How many paralegal positions are available for 2025?

We currently have up to 4

paralegal positions available.

What tasks do paralegals usually undertake?

Our paralegals undertake a range of work including legal research, drafting and preparing documents, attending meetings and conference calls, due diligence, litigation support (discovery, compiling briefs, filing court documents), drafting case summaries, memos and advices.

How can a paralegal and out or make a good impression?

- Learn as much as you can about the Firm and our clients.
- Ask questions about the context of tasks, timing expectations and anything else you need clarification on.
- Take initiative to follow up on tasks and suggest next steps on matters.
- Seek feedback on specific tasks and general performance. Take that advice on board but don't take feedback about your work personally.
- Attention to detail in everything you do is important - check spelling and grammar and review your work before you submit it.

What are some things students should avoid doing in their paralegal application?

- Lengthy cover letters that are not tailored to the role.
- Not explaining gaps

or anomalies in CVs or transcripts.

- Expressing an interest in working in a practice area Jones Day does not offer.

Do you offer paralegal roles to non-penultimate year students?

Our paralegal roles are open to law students at any stage of their law degree.

Graduate Job

What does your firm look for in a graduate?

A Jones Day graduate will have a record of academic excellence, superior written and analytical abilities, strong interpersonal skills and interest in our Firm. Cultural fit is also important to us, so we seek well-rounded individuals with a range of backgrounds and interests to join Jones Day.

How can students apply for a graduate position at your firm?

Graduate roles are advertised on our website. Jones Day follows the Perth graduate guidelines set by the Perth Student Law Societies.

How many graduate positions are available in 2026?

Jones Day will have one to two graduate positions available in 2026.

Does your firm offer any international opportunities for graduates or junior lawyers?

Jones Day is a Global Firm

and will provide opportunities to be involved in cross-jurisdictional matters from an early stage. International opportunities and secondments are decided on a case-by-case basis.

Interviews

What does your Firm like to see in a paralegal or graduate job interview?

- Someone who has done their research on Jones Day, our local partners and practice areas.
- Familiarity with Jones Day's unique market position.
- Someone who can confidently explain their experience, interests and career goals.
- Someone who can hold a conversation and is well prepared but not overly rehearsed.
- Asking insightful questions of your interviewers always reflects well.

How can students best prepare for an interview with your firm?

- Find out as much about Jones Day as you can – talk to people, look at social media and research our clients and practice areas.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

- Paralegals – ongoing casual roles.
- Graduates – permanent

roles.

How can students find these opportunities and apply?

- University Student Law Society social media pages.
- Jones Day website.

Law Student Opportunities

WHY JONES DAY?

Accelerated Career Development. An emphasis on collaboration and the opportunity to work with clients in every major business center in the world make Jones Day a compelling opportunity for Australia's most talented legal professionals to grow their careers.

A Commitment to Australia. A presence in Australia since establishing the Sydney Office in 1998, Jones Day is a premier global law firm with a sustained and demonstrated commitment to clients based in, or conducting business in, Australia, the Asia Pacific region, and beyond.

Cross-Border Opportunities. Jones Day lawyers at all stages of their careers serve on teams representing 40 offices and 24 practices on client matters relating to every type of legal matter potentially affecting the modern multinational corporation.

Pro Bono at Jones Day. Jones Day professionals at every career level, and from every practice and every office, contribute to the Firm's culture and tradition of pro bono. The long-term commitment to pro bono has never wavered, whether leveraging our global resources in the fight against human trafficking, combating hate crimes, or building out and participating in local legal aid efforts in the communities we call home.

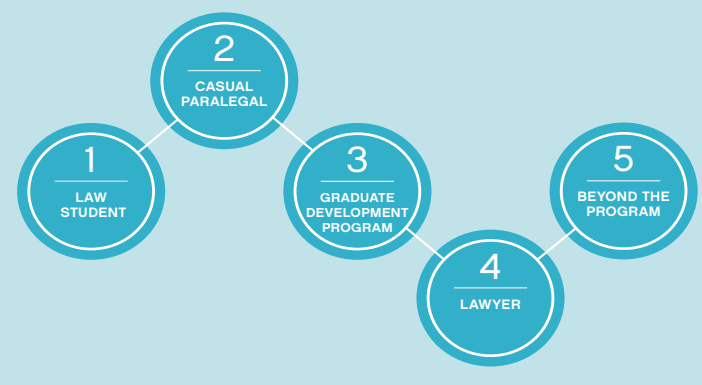
Inclusion at Jones Day. Jones Day has a long-standing commitment to equity and inclusion, recognizing that a diverse group of lawyers is important to Firm culture

A Summer Clerk/Paralegal Reflects

“Over the course of the eight-week program, I worked on a wide range of matters with colleagues from all corners of the world. Thanks to the unique, non-rotational structure of the program, I was able to gain experience across a range of practices. Some highlights of my clerkship included attending hearings in the Federal Court of Australia, sitting in on client meetings, and putting my language skills to the test in a multijurisdictional research task. I also appreciated how everyone seemed genuinely invested in my success and development as a young professional.

Sophie Sievert-Kloster, Summer Clerk, Sydney 2022/2023 and future Graduate, Sydney

YOUR CAREER JOURNEY AT JONES DAY



and in meeting the needs of clients in a diverse world. The Firm actively pursues the hiring, development, and retention of lawyers from historically underrepresented backgrounds.

SUMMER CLERKSHIP PROGRAMS

Summer clerkship programs in Jones Day's Australia offices offer positions to selected students enrolled in their penultimate year of university study.

SYDNEY

Applications open Wednesday, 11 June 2025 at 9.00 am
Applications close Sunday, 13 July 2025 at 11.59 pm

MELBOURNE

Applications open Monday, 7 July 2025 at 9.00 am
Applications close Sunday, 10 August 2025 at 11.59 pm

BRISBANE & PERTH LAW STUDENT OPPORTUNITIES

Jones Day recruits Paralegals on a rolling basis in Perth and advertises opportunities through the leading universities. To apply, send your cover letter, CV, and academic transcript to clewis@jonesday.com.

Apply at www.jonesday.com/en/careers/opportunities



KING & WOOD MALLESONS

Level 30, QV1 Building, 250 St
Georges Terrace, Perth WA 6000

Carla Schurmann
Phone: (08) 9269 7608
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About the Firm

Firm Practice Groups:

- Banking & Finance
- Energy, Resources & Infrastructure
- Mergers & Acquisitions
- Dispute Resolution
- Tax

What are your firm's core values?

We are driven by a simple purpose – to use our mastery of the law for the lasting prosperity of our clients, people and communities.

Everything we do is grounded in a set of 8 global principles which guide the way we operate as a leading international firm – how we enable our clients to succeed, how we help our people to grow and achieve their best performance, and how we support our communities to thrive.

Our 8 principles that guide our decision-making and behaviour include:

- Quality - Strive for Mastery
- Empathy - Be emotionally mighty
- Generosity - Share by reflex
- Clarity - Make the complex simple
- Creativity - Break new ground
- Dynamism - Debate freely,

move as one

- Trust - Trust in the collective
- Betterment - Sharpen your edge

How would you describe your firm's culture?

King & Wood Mallesons strives to be a great place to work and grow.

For us, that means creating a working environment where people have access to the support required to do their job, development opportunities tailored to their needs, and the chance to contribute to something bigger than KWM.

Our people need to be as diverse as our international client base so that in working closely with our clients, we deliver a service that responds to and reflects their different needs and cultures. We define this as diversity and inclusion - an integral part of our overall business strategy. Our aim is to provide a broad, inclusive and open environment in which our people are fully supported to bring their whole selves and pass that on to their clients. Our diversity and inclusion agenda includes advancing gender equality,

strengthening our cultural intelligence and awareness, mainstreaming flexible and agile ways of working, increasing LGBTI inclusion and addressing the impacts of bias and stereotyping.

How does your firm distinguish itself from other law firms?

Our People Value Proposition (PVP), Learn, Master, Lead is also what makes KWM a special place to work and build a career. A place where you will nurture your skills through continual learning and development opportunities and where you will collaborate with exceptional colleagues and clients in the pursuit of legal mastery. Our PVP is about having a mindset of curiosity and an appetite for continuous learning; a commitment to excellence and mastering your craft. KWM is a firm where together we Learn, together we Master, together we Lead.

What are some notable awards your firm has recently received?

- GradConnection Top 10 for Most Popular Clerkship Employer in 2025
- GradConnection Top 10

- for Most Popular Law Employer in 2025
- AAGE top 25 Graduate Employers (Large Program) 2025, where we ranked number 6
- Australia Law Firm of the Year at the Chambers Asia-Pacific and Greater China Region Awards 2024
- Most Innovative Law Firm in Asia Pacific 2021 and 2022
- Gold Award for Best Overall Program (Large Category) + the Silver Award for Best Pro Bono & Volunteering Program – 2022 Australia Workplace Giving Awards
- WGEA Employer of Choice - Workplace Gender Equality Agency (WGEA)
- Ranked in the top 10 leading law firms in Asia Pacific – Acritas Asia Pacific Brand Index 2022
- Law Firm of the Year (>500 Lawyers) - Australasian Law Awards 2023
- Advised Aula Energy on QLD Clean Energy Project, the 228 mega watt Boulder Creek Wind Farm
- Acted for Lendlease's \$1.3B sale of communities business to Stockland
- Advising Medibank on multiple class actions to its response of the 2022 cybercrime incident
- Advised Jet Zero Australia, Australian Sustainable Aviation Fuel (SAF) developer on its \$600m investment funding of Project Ulysses – which aims to convert Australia's agricultural by-products into millions of litres of Aviation Fuel and Renewable Diesel
- Westpac on its financing of three Bell 429 helicopters to be purchased by Surf Life Saving Queensland (SLSQ)
- Advising Northern Star Resources on its proposed \$5B acquisition of De Grey Mining
- Acted for GPT Group on its \$600M sale of Austrak Business Park estate to Aware Super
- Advised on Origin Energy's \$300m acquisition of 1.5 giga watt Yanco Delta wind farm
- Advised Transport for NSW on the \$2.875B Parramatta Light Rail passenger services
- Advised electric vehicle charging services provider and Aussie start up JET Charge in respect of its latest capital raising of \$72m
- Advisor for Microsoft to advise on strategic commercial licensing deals and related policy issues in Asia Pacific
- Advised Alumina Ltd on its \$3.3B acquisition by Alcoa Corporation
- Advisor on the Royal Commissions inquiry into Defence and Veteran Suicide
- Acted for Mirvac on its \$315M sale of 367 Collins St Melbourne to Pacific Allied Group

What significant work has your firm recently undertaken?

Here are some deals that we have been involved in recently:

- Acted for Singapore's CapitaLand's successful \$200m acquisition of Australian private credit provider Wingate
- Advised on Blackstone's \$24B acquisition of data centre provider AirTrunk. The second largest private capital M&A deal in Australian history

What kind of pro bono work does the firm engage in?

We work in trusted partnerships with community-led organisations, emerging leaders and respected advocates to further strengthen communities through strategic legal, justice & advisory projects, holistic pathways programs and targeted grants. Further information can be found here: <https://communityimpact.kwm.com/our-approach.html>

Does your firm provide employment opportunities to international students / students on study visas?

We do accept clerkship applications from international students, providing that they hold appropriate working rights.

Clerkship

During which periods do you offer clerkships?

Summer (3 weeks: November – December) and Winter (3 weeks: June – July).

How many clerkship positions are available for 2025?

This is dependent on business needs, this year we hosted 32 clerks.

What tasks do clerks usually undertake?

We offer clerkships that give an insight into what it's like to be a lawyer at King & Wood Mallesons. You'll get to know our people, the way we work, our culture, practice areas, clients and more.

What you'll learn:

- The day-to-day skills to get you started – taking instructions, meeting with clients, drafting memos and documents, managing your practice and professional relationships.
- The core practice teams at King & Wood Mallesons – who they are, what they do, how they're structured, the clients they work for, and of course, your role within them.
- Our culture – working within your team, you'll be exposed to (and encouraged) to get actively involved in the many activities and events that help create our unique culture.
- Our people – you'll find that people from every part of the business will help you by sharing their

knowledge and supporting you through the early stages of your career and beyond.

How can a clerk stand out or make a good impression?

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

What are some things students should avoid doing in their clerkship applications?

Submitting generic answers. Make sure your application is personalised and authentic, we want to get to know the real you!

Do you offer clerkships to non-penultimate year students?

We accept clerkship applications from penultimate and final year students. For students earlier in their studies, we have our "KWM Insight" program which runs nationally and is aimed at pre penultimate year law students. You can find more information here: <https://www.kwm.com/au/en/careers/graduates/graduates-australia/first-second-third-year-law-students/insight-program.html>

Graduate Job

What does your firm look for in a graduate?

- Intellectual curiosity – to us, intelligence is not measured by your GPA. We want deep thinkers who break new ground by seeking out information and diverse views to reach a practical and efficient solution to business problems.
- Client centricity – we work in our clients' worlds and partner with them to make the complex simple and achieve their business goals. We need people who can stand in the shoes of the client, be empathetic and experience things from their perspective.
- Learning agility – the international legal landscape is changing every day. We need people who demonstrate personal flexibility, the drive to strive for mastery and an openness to dealing with change.
- Growth mindset – we are growing the international law firm for the future. We look for people who seek betterment through learning opportunities and embrace challenges.
- Teamwork – we operate as one family, one firm working together and supporting each other across cultures. We want people who trust in our collective, build relationships and empathise with others.

How can students apply for a graduate position at your firm?

We follow the first round offers process at King & Wood Mallesons in Perth. Former Summer and Winter Clerks will be eligible to apply for a Graduate position and we invite you to apply closer to the time.

How many graduate positions are available in 2025?

This is dependent on business needs. This year we have taken on 11 graduates.

Does your firm offer any international opportunities for graduates or junior lawyers?

We offer a domestic and international secondment program where we regularly transfer partners, lawyers and other staff between our offices. A transfer can be for a short period of 3 to 6 months or for a longer period of up to 3 years. Transfers between offices assist with the sharing of knowledge and experience around the firm, with benefits both to our people and to the firm's clients, and help in the development of future leaders of the firm.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

- We like our candidates to be themselves. It gives us an indication of who you truly are as an individual.
- Ask questions. Your interview is a 2-way

experience and a chance for you to find out about us as a firm – what do you want to know about KWM?

How can students best prepare for an interview with your firm?

Research King & Wood Mallesons, be able to talk about your application answers, have some questions prepared and think about your experiences (we want to get to know you!).

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

We do offer limited Law Clerk opportunities to those who have been a former Summer or Winter Clerk. This is discussed during your Clerkship with us.

KING&WOOD
MALLESONS
金杜律师事务所

A PLACE WHERE TOGETHER WE
LEARN, TOGETHER WE
MASTER, TOGETHER WE LEAD.



KEY CONTACT



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EMAIL Carla.Schurmann@au.kwm.com



kwm.com

CLERKSHIP EXPERIENCE PROGRAM

As a seasonal clerk you will experience what it's like to be a lawyer at a top tier international law firm. You'll gain hands-on experience working on market leading transactions and complex disputes where you will learn new skills and sharpen your edge.

You will get to know our people, the way we work, our culture, practice areas, clients and more and you will be supported every step of the way.

During the program you will be paired up with a:



BUDDY

a team member who provides informal and additional support to answer any questions you might have.



DEVELOPMENT COACH

a senior team member who provides you with work, helps you manage your workload and gives you feedback on your performance.



SUPERVISING PARTNER

a Partner who supports your development with your Coach and gives context on the team structure, objectives and opportunities for growth.

APPLICATIONS
OPEN

23 JUNE 2025

APPLICATIONS
CLOSE

27 JULY 2025

SUMMER
CLERKSHIP

NOVEMBER
2025 (3
WEEKS)

WINTER
CLERKSHIP

JUNE 2026
(3 WEEKS)

GRADUATE EXPERIENCE PROGRAM

At King & Wood Mallesons we consider our graduates our future leaders and we invest heavily in your development. Our graduate program offers you a future-focused learning curriculum and development support throughout your journey.

During the 18-month program you will undertake three six-month rotations and benefit from a bespoke learning and development program tailored to each of your rotations.



Be involved in meaningful work covering a wide range of practice areas and jurisdictions.



Work as part of a team with a range of support from Partners, Senior Associates and Solicitors. Gain exposure and training in KWM's market leading technology tools.



OUR PRACTICE TEAMS

Dispute
Resolution

Mergers &
Acquisitions

Banking &
Finance

Taxation

Energy,
Resources &
Infrastructure



SCAN THE QR CODE TO
FIND OUT MORE



About the Firm

Firm Practice Groups:

- Banking & Finance
- Construction & Infrastructure
- Corporate Services
- Family Law
- Litigation & Dispute Resolution
- Planning & Environment
- Property & Leasing
- Restructuring & Insolvency

What are your firm's core values?

- **Fulfilment** – We create an environment where people can bring their whole selves to work. We care and support each other to grow.
- **Integrity** – We take accountability for our behaviours and the impact they have on others.
- **Courage** – We have the courage to speak up and take action so that we can be better tomorrow than we are today.
- **Collaboration** – We build respectful, trusting and authentic relationships. We embrace and celebrate diversity.
- **Excellence** – We have a growth mindset, seeking continuous improvement and innovation.

How would you describe your firm's culture?

We foster a vibrant, social, and

collaborative work culture that is both professionally and personally rewarding. We are genuinely committed to seeing our people develop and prosper, both professional and personally. We celebrate the success of our people.

How does your firm distinguish itself from other law firms?

We stand out through our commitment to the development of our people and our engagement with the local Western Australian community. We are big enough to offer the benefits of the larger firms, yet having all our people in the one Perth office ensures all decision are made quickly, effectively and for the benefit of our people, our clients and the community. We make a real difference, together.

People Development & Growth Opportunities:

Lavan is the only professional services firm in Western Australia to have its own registered Rostrum club – a club which is dedicated to enhancing communication and public speaking skills of junior practitioners. Clerks and junior practitioners benefit from unmatched access to practitioners at all levels, working closely with partners and senior practitioners. From the

outset, they gain client-facing experience and have opportunities to attend valuable networking events. This hands-on exposure fosters professional growth, mentorship, and sets junior practitioners up for future success.

Community Engagement:

What truly sets us apart is our strong West Australian identity—we are deeply connected to our community and actively support local organisations. Lavan has a wide range of community sponsorships, including being a long-term major sponsor of the Lavan Charity Challenge team category in the annual South32 Rottnest Channel Swim. At Lavan, we strive to be a leader in developing meaningful community partnerships across Western Australia. We actively encourage our employees to engage in pro bono work, philanthropic initiatives, and volunteering projects that make a real difference. As a firm, we are always seeking new opportunities to give back and create a lasting impact.

What are some notable awards your firm has recently received?

We are proud to be consistently listed in respected national and

international legal guides and directories as a leading law firm in Western Australia. Our highly experienced partners and senior lawyers are routinely ranked by Best Lawyers Australia™, Chambers Asia Pacific, Doyle's Guide, The Legal 500 Asia Pacific, and Lexology Index.

- Partners from our Family Law, Aged Care, Seniors Living & Disability, Property & Leasing, and Planning & Environment practice teams have been recognised as Pre-eminent in Doyle's Guide rankings for 2024 and 2025.
- We received eight Tier One rankings in Best Lawyers 'Best Law Firms - Australia 2025', and recognition of 27 lawyers in Best Lawyers 2025 edition. The lead partners from our Property & Leasing team and Planning & Environment team were awarded 'Lawyer of the Year 2025' for Leasing Law (Perth) and Land Use and Zoning Law (Perth) respectively.
- Our early career lawyers are regularly recognised in the Doyle's Guide 'Rising Stars', and Best Lawyers 'Ones to Watch' listings.
- In 2025, Lavan has been shortlisted for the Chambers Asia Pacific 'Pro Bono: Outstanding Firm Award'

What significant work has your firm recently undertaken?

As a full-service law firm, Lavan works across a wide range of legal matters, from major deals and transactions to complex disputes and litigation. Our clients include leading banks and financial institutions, privately companies, government entities, and major property developers. With expertise spanning banking and finance, construction, corporate services, family law, litigation, planning, property and leasing, and restructuring and insolvency, we offer a diverse range of matters for our people to work on.

What kind of pro bono work does the firm engage in?

Our pro bono legal practice focuses on issues that impact the day-to-day lives of our pro bono clients, through both casework for individuals and advocacy work for structural change in order to make greater social impacts. Lavan is currently focusing on pro bono services in the following four areas:

- vulnerable women and children who are affected by homelessness and domestic violence;
- individuals with disabilities;
- youth mental health; and
- Aboriginal and Torres Strait Islander peoples.

A key strategic direction of our firm continues to be to support Aboriginal and Torres Strait Islander businesses and individuals to gain access to justice and appropriate and relevant legal representation.

We actively seek to assist and address issues relevant to reconciliation through legal work on a pro bono basis. Our pro bono practice is at the forefront of delivering culturally appropriate and innovative legal advice to help Indigenous businesses grow. We have provided advice to more than 61 Indigenous businesses and individuals in the last few years. It is our goal to double these figures in FY24/25. We have also sent our staff to remote communities across Western Australia to offer Indigenous families and entities legal support.

Does your firm provide employment opportunities to international students / students on study visas?

Unfortunately, no.

Clerkship

Our clerkship program gives you a holistic experience of life at Lavan. This opportunity requires a commitment of two days per week over a three-month period in one practice area and is a fantastic way for you to apply and gain practical experience to supplement your study in one of Perth's leading law firms.

During which periods do you offer clerkships?

Our official clerkship programs run between March – May (first intake) and August – October (second intake). The clerkships require a commitment of two days per week over a three-month

period in one practice area.

How many clerkship positions are available for 2025?

7-10 per intake.

What tasks do clerks usually undertake?

Depending on the team, legal research, the opportunity to draft correspondence and attend client meetings. We aim to make the experience as practical as possible. Each clerk is aligned with a senior practitioner and partner of the team.

How can a clerk stand out or make a good impression?

We encourage our clerks to put their best foot forward – engage with the people in their team, be actively interested in the tasks they receive, ask questions when they are not sure, and be curious about the type of work the team does.

What are some things students should avoid doing in their clerkship applications?

Missing the opportunity to share a bit about themselves. We want to know about you as a person, and why Lavan would be a good fit for you.

Does your firm accept the clerkship applications from international students / students on study visas?

Unfortunately, no.

Do you offer clerkships to non-penultimate year students?

Yes, we also offer our

Semester One clerkship intake to students who are in their final year of study.

Graduate Job

What does your firm look for in a graduate?

The similar attributes as we do for our clerks – people who are inquisitive, intelligent, proactive, engaged and willing to be part of an exciting team! We encourage graduates to bring their full self to work.

How can students apply for a graduate position at your firm?

Applications for our 2026 Law Graduate Program will open from Friday, 16 May and will close by 5pm on Friday, 6 June 2025. To apply, please submit your application to our People and Culture Team (peopleandculture@lavan.com.au) including your academic transcript, CV and cover letter.

How many graduate positions are available in 2025?

12 positions.

Does your firm offer any international opportunities for graduates or junior lawyers?

No, we are a WA firm.

Interviews

What does your firm like you see in a clerkship or graduate job interview?

A person who is genuinely interested in an opportunity to work in a proud and ambitious Western Australian law firm. We like to have a

two-way conversation where you are able to confidently articulate why you think Lavan would be a good firm for you. Our interviews are designed for you to get to know more about the firm, the people, and the team you'd be working with.

How can students best prepare for an interview with your firm?

It may sound obvious, but just be yourself. We want you to feel at ease during the interview, as we want to get to know you, and for you to find out more about Lavan. Make sure you are familiar with your own cover letter and CV – as we'll ask you questions about this. Check out our website so you know more about us, and aim to have some questions to show you are interested to know more about us, and the firm.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Yes, we offer both, depending on your study commitments and the opportunities available in one of our eight practice teams.

How can students find these opportunities and apply?

Keep an eye on our LinkedIn or Careers Page.

Making a Real Difference. Together.

Lavan is a leading independent law firm trusted by generations of Western Australians.

As a full service law firm, Lavan brings specialised local knowledge, local networks and a first hand understanding of the Western Australian business community to every matter.

We offer clerkships to final year and penultimate students, and have a comprehensive Graduate Program in place.

Clerkship Program

Gain meaningful experience as a penultimate or final year law student. Discover what it's like to work at a leading full service law firm, while developing your legal skills.

- Prime pathway to Lavan's Graduate Program.
- Ongoing support from your Supervisor and Buddy.
- Flexibility to work casually whilst you continue your studies.
- Accelerate your development with exposure to practical and varied work.

We offer two intakes - one commencing in March and one in August. Applications open in June and December.

Graduate Program

Kick start your legal career by gaining practical and diverse experience in a full service firm. Work across three different rotations within a supportive and collaborative environment.

- Learn from multiple teams across a 12 month program consisting of 4 month rotations across litigious and transactional teams.
- Undertake your College of Law Practical Legal Training with workplace flexibility and the support of the firm.
- Participate in weekly Rostrum Club meetings to develop and fine tune your public speaking skills.

Applications for our 2026 Graduate Program open on Friday, 16 May and close Friday, 6 June 2025.

To apply or for any enquires, please contact Lavan's People & Culture team on peopleandculture@lavan.com.au

About the Firm

Firm Practice Groups:

Our experience spans across three divisions; Commercial, Government and Insurance. In Perth, we specialise in Insurance, Litigation & Dispute Resolution, Personal Injury, Workers' Compensation, Medical Negligence, Property Damage Liability, Public Liability, Construction, Marine and Recoveries.

What are your firm's core values?

Integrity – respect, honesty, openness and trust
Excellence – dedication, creative thinking and continuous improvement
Courage – determined, tenacious and progressive, we face challenges as an opportunity

How would you describe your firm's culture?

McCabes is a national firm, with a boutique culture. It is our people that drive our success. We are proud to have built a supportive and dynamic workplace culture. We balance offerings like career development and progression with a strong focus on work-life balance and flexibility. Most importantly, we work together. Our Partners are accessible to

staff and clients, and staff receive ongoing mentorship and support to achieve their goals. Everything we do is underpinned by our values and delivered with inclusivity, respect and teamwork. A strong culture means a successful law firm.

How does your firm distinguish itself from other law firms?

At McCabes, our people are our difference. Our junior practitioners have opportunities to learn and develop through hands-on practical experience, direct access to our highly experienced senior lawyers and Partners, and exposure to a broad range of work across different practice areas. Our clients value working with McCabes because we are big enough to provide them with the depth of legal knowledge and technical skills required to service their legal needs, yet small enough to provide a personalised touch.

What are some notable awards your firm has recently received?

- Selected as an Employer of Choice in The Australian Business Awards 2024
- Recognised as one of the 5-Star Employers of Choice for 2024 by Australasian Lawyer

- 12 of our lawyers recognised in The Best Lawyers in Australia™ (2025 Edition)
- Finalist in the 2024 Australian Law Awards for Employer of Choice
- Named in the inaugural 2025 edition of the Best Law Firms Rankings, which recognises the top law firms and practice areas in Australia.
- Outstanding performance in the 2024 Doyle's Guide Insurance Law Rankings, with the firm being recognised in several categories, in addition to a number of our practitioners receiving individual recognition.
- Legal 500 Asia Pacific 2025 – Leading Firm Dispute Resolution: Litigation (Tier 5); Insurance (Tier 3)
- Chambers and Partners – Asia-Pacific Guide 2025 – Insurance Defence – Band 5

What significant work has your firm recently undertaken?

Our firm is consistently involved in complex legal matters across all jurisdictions in Australia. We handle a wide range of cases, and our litigation team is particularly active. A search of court judgments will clearly highlight the significant

work we have undertaken, demonstrating our expertise in managing and resolving challenging legal issues. One matter in particular involved the High Court determining whether the Marine Insurance Act or the Insurance Contracts Act applied, and this involved the High Court ruling on whether part of the Swan River near the Causeway Bridge was, in a legal sense, inland waters or the sea. The ultimate determination of the High Court was in our client's favour. *Gibbs v Mercantile Mutual Insurance (Australia) Limited* [2003] HCA 39.

What kind of pro bono work does the firm engage in?

McCabes is a responsible member of the corporate community, contributing through a series of environmental, social, community engagement, and industry-based initiatives as well as in professional forums and to the insurance sector. We are committed to social investment and are a signatory to the National Pro Bono Aspirational Target, as part of our pro bono commitment. Assisting community organisations and charities allows our firm to utilise our legal skills for the benefit of the wider community. Pro bono work also allows our lawyers to exercise legal skills outside of our usual practice areas. We have a well organised and dedicated Pro Bono team involving Partners, lawyers, and support staff members.

Their work is targeted at disadvantaged groups and important community causes. Contributions of professional and support staff time and McCabes firm resources have been made to and through various not-for-profit groups, services like Law Access, Citizens Advice Bureau and Community Legal Centres and contributions to educational programmes for community members. This ongoing commitment has been and remains a core cultural value of our firm.

Does your firm provide employment opportunities to international students / students on study visas?

We are open to receiving applications from students with full working rights in Australia.

Clerkship

During which periods do you offer clerkships?

At McCabes, we recruit clerks on an ad hoc basis throughout the year as part of our current clerkship model, rather than running a formal vacation clerkship program. This approach enables our clerks to fully integrate into the firm and gain invaluable practical experience while continuing their studies.

How many clerkship positions are available for 2025?

Currently, in Perth, we have several clerks working 2 to 3 days per week. As our firm continues to grow, we will recruit additional clerks to

meet our evolving business needs.

What tasks do clerks usually undertake?

Clerks play a valuable role in supporting our legal teams through a range of tasks that help build both legal knowledge and professional skills. Key responsibilities include drafting letters and legal documents, conducting research, maintaining records, accompanying lawyers to court appearances and assisting with the firm's pro bono program. Clerks are provided with practical experience that complements their academic learning and opportunities to gain exposure to different aspects of legal practice.

How can a clerk stand out or make a good impression?

At McCabes, we look for people with a proactive attitude, excellent interpersonal and communication skills, and a growth mindset. A clerk can make a good impression by being a reliable team player, having strong attention to detail and demonstrating an openness to feedback and learning.

What are some things students should avoid doing in their clerkship applications?

Avoid generic or AI-generated cover letters. Firms want to see personalised, clear and concise applications that highlight your genuine interest in joining their team, along with the relevant skills

and experience that make you a strong fit for the position. Make sure to proofread your cover letter carefully to remove any spelling or grammatical errors that could indicate a lack of attention to detail.

Does your firm accept clerkship applications from international students / students on study visas?

We accept applications from students who have full working rights in Australia and will carefully determine the right candidate for the role based on their skills, experience, and fit for our team values.

Do you offer clerkships to non-penultimate year students?

NB: These can be First or Final year students
Yes.

Graduate Job

What does your firm look for in a graduate?

We are looking for bright, curious and driven individuals, who are eager to learn and challenge themselves. Excellent communication skills are essential, along with openness to feedback and a commitment to continuous growth, both personally and professionally. Graduates must be able to work well in teams, while also taking ownership for their individual tasks and showing initiative. Strong organisational skills, attention to detail and the ability to think critically will

help you succeed in the role.

How can students apply for a graduate position at your firm?

Graduate opportunities will be advertised on the Careers page of our website (<https://mccabes.com.au/careers/>) once applications open.

We also recommend following McCabes on LinkedIn and keeping an eye on the university job boards.

Please email careers_perth@mccabeswa.com.au if you have any questions.

How many graduate positions are available in 2025?

Our Perth 2025 graduate intake numbers will be dependent on our business needs. At this stage, we are expecting to take on 3-4 graduates.

Does your firm offer any international opportunities for graduates or junior lawyers?

No.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Team culture is really important to us at McCabes, and we like to approach interviews as an opportunity to have a genuine conversation. We want to get to know you beyond your resume – your interests, hobbies and aspirations. Authenticity is key, so we encourage you

to be yourself and share what truly motivates you. We also want to understand what specifically draws you to McCabes and why you are excited about the opportunity to join our team. The interview is not just about your qualifications, but also how your values align with ours.

How can students best prepare for an interview with your firm?

Take the time to research our firm and understand what makes us unique, including our team culture, values and the type of work we do. Familiarise yourself with our practice areas and think about which areas interest you most. Be ready to explain why you are excited about the opportunity to join our team and how your values align with ours. Think about examples that highlight your strengths and consider how your experiences, both academic and extracurricular, can contribute to the role you are applying for. Finally, come prepared with questions about the firm or the role to show your curiosity and eagerness to learn more.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Yes, we offer both casual and part-time employment, dependent on business requirements.

How can students find these opportunities and apply?

Opportunities are advertised on the Careers page of our website (<https://mccabes.com.au/careers/>) when available. We also advertise on SEEK, LinkedIn and university job boards.

Please email careers_perth@mccabeswa.com.au if you have any questions.



INTEGRITY | EXCELLENCE | COURAGE

McCabes

Shaping **your** legal career.

Start your career at
McCabes and gain real
insight and experience,
while being a valued
member of the team.

Find your next
opportunity.



SYDNEY | MELBOURNE | BRISBANE | PERTH

National firm. Boutique culture.

www.mccabes.com.au



One the Esplanade, 1 The Esplanade,
Perth WA 6000

About the Firm

Firm Practice Groups:

Our lines of business:
Capital markets and corporate:

- Banking and Finance
- Energy, Resources and Projects
- Financial Services and Funds
- Mergers and Acquisitions/ Capital Markets

Infrastructure, construction and property

- Environment and Planning
- Projects, Infrastructure and Construction
- Real Estate
- Real Estate - Stream Solutions

Disputes, competition and insurance

- Competition, Climate and Technology
- Dispute Resolution
- Insurance and Corporate Risk
- Statutory Compensation Management
- Legal Technology Consulting

Consulting Solutions

- Tax
- Workplace
- Consulting

What are your firm's core values?

Our values are:

- Excellence - in all its forms is the hallmark of all that we do.

- Curiosity - we solve complex challenges for our clients and our business with a curious and innovative mindset.
- Collaboration - we work collaboratively with our clients and harness the power of inclusion.

How would you describe your firm's culture?

At MinterEllison, we're driven by a strong sense of purpose. Our purpose is to create sustainable value with our clients, our people and our communities. Our purpose guides the way we work with each other and our clients every day.

Diversity and inclusion is at the core of our Purpose and informs the way we work with each other, our clients and in the community. We know that when we bring together diversity of thinking, skills, experience, gender identity, backgrounds and orientations, we get better results. We are recognised as Australia's Most Attractive Firm, a WGEA Employer of Choice for Gender Equality in Australia and we hold Gold employer status with the Australian Workplace Equality Index (AWEI).

How does your firm distinguish itself from other law firms?

MinterEllison is one of Australia's largest law firms, with nearly 200 years of business history. We're known for our legal and consulting expertise — and for our inclusive culture and authentic character. We've changed to keep up with our client's expectations. We offer legal and consulting services under one roof. Clients rely on our expertise and insights to solve their most complex business challenges. They value our responsive, commercial approach.

What are some notable awards your firm has recently received?

- 2025 AFR/ GradConnection Top 100 Most Popular Clerkship Employer – Finalist
- 2025 AFR/ GradConnection Top 100 Most Popular Law Employer – Finalist
- 2025 Australian Association of Graduate Employers (AAGE) Top 25 – Large Program Graduate Employer – No. 1
- 2025 Prosple Top 100 Graduate Employer
- 2024 AFR/ GradConnection Top 100 Most Popular Clerkship Employer – Winner

- 2024 AFR/ GradConnection Top 100 Most Popular Law Employer – Finalist
- 2023 AFR/ GradConnection Top 100 Most Popular Clerkship Employer – Winner
- 2023 AFR/ GradConnection Top 100 Most Popular Law Employer – Finalist
- 2023 Best Lawyers - 12 Partners recognised
- 2023 Best Lawyers - Australia's leading Law Firm of the Year for expertise in: Construction/ Infrastructure Law & Labour and Employment Law

What significant work has your firm recently undertaken?

MinterEllison advised one of world's largest lithium producers, GFL International Co. Ltd (Ganfeng), on strategic acquisition.

MinterEllison represented Nine newspapers in the Ben Roberts Smith vs Nine defamation case that was deemed the 'defamation trial of the century'.

MinterEllison acted as Australian and New Zealand legal advisor to L'Oréal on its acquisition of Melbourne-based skincare group Aēsop for AUD\$3.7 billion. The deal is the largest for any luxury brand in Australia.

MinterEllison provided advisory support to

Helloworld in its A\$70 million acquisition of Express Travel Group, a move that strengthens Helloworld's position in the travel industry and expands its offerings.

MinterEllison advised Daiwa House Australia on their acquisition of a majority interest in a build-to-rent development at Melbourne Quarter in partnership with Lendlease, marking DHA's exciting entry into Australia's build-to-rent market.

Currently, our team of leading experts is acting for the State and Commonwealth Governments in several high profile Commissions being conducted in Australia, including: Royal Commission into Robodebt Scheme, Royal Commission into Defence and Veteran Suicide, Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

What kind of pro bono work does the firm engage in?

Our Pro Bono and Community and Investment Programs are designed to bring together the best of our Firm to address cycles of disadvantage facing the most vulnerable sections of our communities. It recognises the opportunity we have to make a positive impact, whether providing pro bono legal advice, mentoring of school students from disadvantaged areas, other skilled volunteering or in-kind assistance,

amplifying fundraising and awareness campaigns, providing charitable giving support to not for-profit organisations, strengthening social enterprises, or working with our clients, community partners and networks to drive systemic change. Our Pro Bono and Community Investment Program is driven by a deep commitment to human rights directed across the following pillars:

- Access to justice
- Domestic and family violence
- Empowering youth
- First Nations empowerment
- Homelessness
- Social enterprise ecosystems

Does your firm provide employment opportunities to international students / students on study visas?

We consider every application we receive as long as the applicant has the correct working rights for Australia.

Clerkship

During which periods do you offer clerkships?

MinterEllison offers a Summer Clerkship Program in Perth running from late November to early February. If you are successful in obtaining a clerkship with MinterEllison you will also be offered a graduate position for 2027. If there is a business requirement you will also be offered the opportunity to paralegal with us in your final year at university. We believe

in investing in your career from the first day of your clerkship as that is the day you start your journey with us.

How many clerkship positions are available for 2025?

We estimate that there will be 6 positions available this summer.

What tasks do clerks usually undertake?

Our clerkship program offers meaningful work experience, a comprehensive orientation program and learning on the job to build both technical skills and commercial knowhow.

During our program you will:

- Work closely with partners and lawyers on active matters to meet deadlines
- Produce quality and meaningful work
- Participate in tangible learning & development activities
- Experience roles in our different lines of business, helping you decide which area is right for you
- Attend social and networking events

How can a clerk stand out or make a good impression?

At MinterEllison, we are not looking for people to fit a mold. Academics are just one piece of the puzzle and we recognise the strength that diversity can bring to a team. Work experience, life experience, extra-curricular activities, sporting participation, music and

travel are all important criteria to us. We want you to bring your whole self to work - individual strengths and diversity are what build our teams up to be the successes they are.

What are some things students should avoid doing in their clerkship applications?

Avoid applying with generic answers and CV. Tailor your application to the firm you are applying for; highlight the research you have done and make sure you address why you want to work with us. Start preparing your application early to ensure you can submit it on time, and proofread your application before you submit it!

Be yourself! We want you to bring your whole self to work. We are interested in learning more about you; showcase your skills, experiences and achievements.

Do you offer clerkships to non-penultimate year students?

Our Clerkship Program is most suited to students in their penultimate or final year of their law degree.

Graduate Job

Our Graduate positions are normally filled by our Summer Clerks.

Does your firm offer any international opportunities for graduates or junior lawyers?

We have had numerous junior

lawyers go on secondment to our international offices in Hong Kong, Ulaanbaatar and London.

We have international exchanges opportunities through our World Law Group (WLG) relationship. Previously two of our lawyers completed WLG exchanges - one to Mexico and one to Ireland.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Your interview is the perfect opportunity for us to know more about you and what you are looking for in an employer. It is also an opportunity for us to tell you about the firm and answer any questions you might have. We like to see people be authentic in their interviews. Everyone has a different story to tell, and we want to hear yours. Highlighting your wide range of skills and how you can contribute to a team is always recommended.

How can students best prepare for an interview with your firm?

- Be prepared and do your research - Re-read your application documents as we are going to ask you about all the things you have done. Also do your research into our firm so that you are well-equipped to explain what drew you to MinterEllison.
- Practice - Practice your

confidence in your delivery. It's always comforting to walk into an interview with solid examples you feel confident articulating.

- Ask questions – This is your opportunity to learn more about the firm and build rapport with the people interviewing you. Asking insightful questions will help you decide if Minter is the right firm for you.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

From time to time opportunities do become available, keep an eye on our careers pages for more information - Careers - About us - MinterEllison.

How can students find these opportunities and apply?

Students should visit the careers page on the MinterEllison website.

Early careers
at MinterEllison

Uniquely

ME

MinterEllison is one of Australia's largest law firms, with nearly 200 years of business history. We're known for our legal and consulting expertise — and for our inclusive culture and authentic character.

We've changed to keep up with our client's expectations. Today we offer legal and consulting services under one roof. Clients rely on our expertise and insights to solve their most complex business challenges.

//

Instead of trying to fit into us into a cookie-cutter mould, Minter has urged me to embrace and bring my authentic self to work. This has empowered me to find my voice and contribute my unique perspectives to the firm."

Joanna Gu, Lawyer
Based in Melbourne, Victoria



NORTON ROSE FULBRIGHT

Alyssa Sinclair, Human Resources
Coordinator
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About the Firm

Firm Practice Groups:

Perth office:

- Corporate M&A
- Banking & Finance
- Projects & Construction
- Restructuring
- Pro Bono
- Litigation and Arbitration
- Real Estate

Nationally:

- Commonwealth Australian Government
- Environment & Planning
- Intellectual Property
- Tax
- Financial Services
- Technology
- Employment & Labour

What are your firm's core values?

Quality, Unity, Integrity

How would you describe your firm's culture?

At Norton Rose Fulbright we truly pride ourselves on our culture and work hard to maintain it. We are well known for our positive culture and are proud to be a workplace with a genuine sense of community that is supportive, friendly and inclusive.

We are a world class business that is profitable, ambitious, cooperative and considerate

and we support our clients and people through our global business principles of Quality, Unity and Integrity. We apply our business principles to all our activities world-wide. They describe our culture and personality both internally and externally, the way we work and what we stand for.

- **Quality** – We're a team of the highest calibre, providing consistently high-quality work, because our clients always come first.
- **Unity** – We share our knowledge, and we work to support one another across teams and borders, because our team culture makes us who we are.
- **Integrity** – We're trustworthy, open and fair. We respect colleagues and clients deeply, and we work to the highest ethical, professional and business standards.

How does your firm distinguish itself from other law firms?

Commitment to our Early Talent cohort's development

Our Summer/Winter Clerkship program is carefully curated by our dedicated learning and development team to provide our clerks with a taste of real life as

a graduate at an industry leading global law firm. We run our two clerkship programs for 4 weeks over summer and 4 weeks over winter and provide our clerks with the opportunity to rotate through a practice area of their choice.

As a global firm, we understand the importance of becoming a well-rounded legal practitioner with international experience. As such, we provide our graduates with the opportunity to complete a six-month secondment in one of our international offices. To date, our international trainee program has seen our Australian graduates complete secondments in the United Kingdom, Singapore, Hong Kong, Dubai, Johannesburg, Abu Dhabi, Athens and Paris and Shanghai.

Commitment to Diversity, Equity and Inclusion

Our diversity is a strength that benefits both our people and our clients. We strive to foster a welcoming, accepting and supportive environment where all our people can bring their whole selves to work and realise their career potential. This commitment

is integral to our business approach. By encouraging our people to contribute their varied backgrounds, experiences and perspectives we embrace diversity. We can better understand our clients' needs in diverse markets and engage with the communities in which we operate. We believe our differences are what make us stronger and actively promote a culture that values each individual, encouraging and creating inclusion. Our **vision** is to be an employer of choice worldwide, attracting and retaining the best people in order to provide our clients with the most considered and innovative advice. Our diversity, equity and inclusion strategy has a particular focus on building a culture of accountability. We aim to discuss and integrate these core values in everything we do, by developing inclusive leadership, supporting diverse talent, and partnering with our clients to further our efforts collectively.

What are some notable awards your firm has recently received?

- **Legal 500 Asia Pacific 2024 Guide:** The firm was recognized across 31 practice categories in Asia, achieving Tier 1 rankings in six areas, including Asset Finance in Singapore and Aviation in Indonesia.
- **Diversity and Inclusion Recognitions:** The firm has been acknowledged

as an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency in Australia from 2014 to 2024.

- **Western Australia Attorney General's Award for Community Service 2024:** The firm's pro bono practice received this award, highlighting its commitment to community service.

What significant work has your firm recently undertaken?

- **Green Square DC Investment:** In March 2025, the firm advised GreenSquareDC, an Australian data centre provider, on a \$1.2 billion investment from Partners Group to establish a platform for data centre investments in Australia.
- **Quinbrook Infrastructure Partners' Supernode Project:** In January 2025, the firm supported Quinbrook Infrastructure Partners in achieving financial close on the Supernode Project in Brendale, Queensland, involving a Battery Energy Storage System (BESS) with a capacity of 250MW/2hr for Stage 1 and 250MW/4hr for Stage 2.
- **Roberts Co Acquisition:** In April 2022, Norton Rose Fulbright advised Australian construction company Roberts Co on acquiring five unfinished

Probuild projects in Victoria, including notable developments such as the Uno residential tower and the 500 Bourke Street redevelopment.

- **Advising Nomura Securities International, Inc. on Battery Energy Storage Projects:** In October 2024, the firm advised Nomura on the financing of battery storage projects in Australia and Scotland developed by Amp Energy. This included the Bungama Battery Energy Storage System (BESS) in Australia, contributing to the country's renewable energy transition.
- **Recognition in Energy and Infrastructure Projects:** In March 2024, the firm's energy, infrastructure, and resources practice was acknowledged at the IJGlobal Awards 2023 for advising on innovative and complex projects globally.

What kind of pro bono work does the firm engage in?

We have a long history of providing pro bono legal services, and we consider pro bono legal work to be a vital part of our cultural make-up. Not only does pro bono provide our lawyers with an opportunity to give back to the communities in which we operate, we also believe that pro bono can make a genuine difference to our clients. Our pro bono practice is led by Perth based national pro bono partner, Chris Owen,

and complements our broader strategic focus on ESG. It is defined by three impact pillars and three focus themes. Targeting these specific legal areas helps us to build our expertise and provide more impactful outcomes.

We specialise in supporting local, national and global legal projects that:

- Benefit the environment or increase the sustainable use of resources.
- Assist individuals suffering with poor mental health or living with disabilities.
- Protect international human rights, particularly projects that support refugees, reduce modern slavery, help prevent financial abuse, and promote human rights through sport.

Overlaying these priority areas, our pro bono team focuses on three cross-cutting themes which are to:

- Actively seek out projects benefiting First Nations communities, particularly in the three areas of specialism above.
- Use strategic litigation to seek to deliver wide-reaching positive social change.
- Embrace the use of legal innovation and digital solutions to improve the efficiency of pro bono services.

Additionally, as part of our pro bono practice, lawyers have the opportunity to undertake

a pro bono secondment. A pro bono secondment is an opportunity to:

- work in a community legal centre or not-for-profit organisation;
- broaden your skillset;
- work on some exciting matters and projects outside the legal practice groups at our firm; - obtain direct exposure to clients and policy or law reform work.

Pro bono secondments at our firm are generally 6 months full-time and are undertaken by graduates and lawyers as part of the Graduate Program.

Does your firm provide employment opportunities to international students / students on study visas?

Yes, providing they have the proper working rights and are able to stay in the country for the full period required we offer employment opportunities to all students. This is on a case by case basis. Depends on the individual's circumstance.

Clerkship

During which periods do you offer clerkships?

We offer two four-week Clerkship Programs, held during the summer (November to December) and winter (June to July) seasons.

How many clerkship positions are available for 2025?

We anticipate that we will have between 10 and 15 clerkship positions available in 2025.

What tasks do clerks usually undertake?

Our clerkship program offers a real taste of life as a Graduate, we encourage a hands-on approach and like to get our clerks involved in a wide variety of work. No two days are the same, but they usually include attending clients meetings and teleconferences, visits to court, research, preparation of court documents, drafting deeds/contracts, discovery and much more!

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

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

How can a clerk stand out or make a good impression?

Clerks can stand out by being curious and making a conscious effort to get to know their practice groups and the firm more broadly. We like to see clerks who are keen to take on a new challenge and aren't afraid to get stuck into a new piece of work – we won't expect you to get it right 100% of the time but we do expect that you give everything your best go. It's also great to see clerks who are confident in their abilities and bring their whole selves to work.

What are some things students should avoid doing in their clerkship applications?

- Be careful not to make small grammatical errors on your application. You should treat your clerkship applications the same way you would treat any university work that you would hand in for grading – proof read and then proof read again! It is always a great idea to network prior.
- Make sure to address your cover letter and application to the local HR contact and the correct firm
- Copy and paste your application from other firms – you need to tailor each application for the firm you're applying for.

Does your firm accept clerkship applications from international students / students on study visas?

Case by case. Depends on the individual's circumstance.

Do you offer clerkships to non-penultimate year students?

We offer clerkships to penultimate students.

Graduate Job

What does your firm look for in a graduate?

Strong academic results are important, but rest assured this is not the only criteria we assess our candidates against. Norton Rose Fulbright seeks well-rounded candidates who have strengths

beyond academia including work experience and extracurricular interests. We also look to candidates with strong commercial awareness, a global outlook, open mindedness and long term motivation for a career in the law. Most importantly, we look for candidates who are curious, authentic and keen to give everything a go!

How can students apply for a graduate position at your firm?

Via our Graduates page: <https://www.nortonrosefulbright.com/en-au/graduates>

How many graduate positions are available in 2026?

We will be hiring between 5 and 10 graduates to commence our Graduate Program.

Does your firm offer any international opportunities for graduates or junior lawyers?

As mentioned above, we provide our graduates with the opportunity to complete a six month secondment in one of our international offices. To date, our international trainee program has seen our Australian graduates complete secondments in the United Kingdom, Singapore, Hong Kong, Dubai, South America, the United States of America and France.

Interviews

What does your firm like to see in a clerkship or graduate

job interview?

- We like to see that our candidates have a true interest in the firm and can demonstrate this by doing research on current matters in the press whether that be on our website or our LinkedIn
- Be honest in your answers
- Be yourself (and try your best to be confident!)
- Be prepared to provide specific examples when responding to behavioral questions. We recommend using the STAR method:
 - **Situation:** Set the scene and give the necessary details of your example.
 - **Task:** Describe what your responsibility was in that situation.
 - **Action:** Explain exactly what steps you took to address it.
 - **Result:** Share what outcomes your actions achieved.
- Ask us questions to demonstrate your curiosity and find out if we are the right fit for you

How can students best prepare for an interview with your firm?

- Research the firm
- Plan your day accordingly to ensure you arrive 5-10 minutes early
- Try your best to be calm, we have a dedicated room for our candidates to wait while we prepare for their interview where they can socialise and get comfortable

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Yes, casual paralegal opportunities become available throughout the year dependent on business needs.

How can students find these opportunities and apply?

If you are interested in working as a paralegal, please submit your application via our “expressions of interest paralegal role” on the career page.

Key Sectors

- Consumer markets
- Energy, infrastructure and resources
- Financial institutions
- Government
- Life sciences and healthcare
- Technology
- Transport

Our Practice Areas

- Antitrust and competition
- Banking and finance
- Commonwealth Government
- Corporate, M&A and securities
- Employment and labour
- Environment and planning
- Intellectual property
- Litigation and disputes
- Projects and construction
- Pro Bono
- Real estate
- Restructuring
- Risk advisory
- Tax

Key Clients

- AIG
- AngloGold Ashanti,
- BMW
- BNP Paribas
- Bombardier
- BP
- Citi
- Deutsche Bank
- GlaxoSmithKline
- HSBC
- Johnson Controls
- McLaren Technology Group
- Petronas
- Rio Tinto Group
- Rockwell Collins
- Royal Bank of Canada
- SolarCity
- Standard Chartered Bank



About us

We provide the world's preeminent corporations and financial institutions with a full business law service. We have more than 3,000 lawyers and other legal staff across Australia, Europe, the United States, Canada, Latin America, Asia, the Middle East and Africa. And in amongst that global network, you'll find some of the finest minds in the legal sector – all ready to aid your development.

Within Australia, we have offices in Sydney, Melbourne, Perth, Brisbane and Canberra.

Diversity, Equity and Inclusion

We value difference and appreciate the variety of perspectives that this brings to our business. We know that if our people are able to be themselves at work, they are more engaged and productive.

We aim to create an inclusive culture where every individual can bring their whole self to work and have a sense of belonging. We base our approach to diversity, equity and inclusion on five key pillars:



Cultural diversity



Gender equity
40:40:20



Disability confidence



LGBTIQ+ inclusion



People with caring responsibilities

We are proud of the recognition we receive for our focus on diversity, equity and inclusion in Australia.



Family Inclusive Workplace™
CERTIFIED 2023/2024



NORTON ROSE FULBRIGHT



WGEA
Employer of Choice for Gender Equality



AUSTRALIAN
LGBTQ+ INCLUSION
AWARDS 2024

AWEI
GOLD
EMPLOYER

PIPER ALDERMAN

Exchange Tower, Level 27/2 The Esplanade, Perth

Kallum Lovelock, Early Careers Advisor
careers@piperalderman.com.au

About the Firm

Firm Practice Groups:

- Commercial
- Corporate
- Dispute Resolution & Litigation
- Employment Relations
- Financial Services & Fintech
- Projects
- Real Estate
- Restructuring & Insolvency

What are your firm's core values?

Collaboration
Respect
Forward Thinking
Excellence

How would you describe your firm's culture?

Piper Alderman advocates for a workplace culture built on the strength of a vibrant, diverse and inclusive workforce, where the backgrounds, perspectives and life experiences of our people help us to connect and collaborate with each other and to develop strong connections and exceptional outcomes for our clients.

Our firm values are the foundation of our commitment to Diversity & Inclusion and ensure we:

- Value diverse people, thinking, experiences and approaches

- Provide equitable access to resources and opportunities
- Foster safety and belonging
- Have support structures for people to be themselves
- Commit to ongoing listening and sharing of experiences to fully respect the views of all.

What are some notable awards your firm has recently received?

In 2025, Piper Alderman has been recognised across 15 areas of law in The Legal 500 Asia Pacific: Australia, 2025 edition.

What kind of pro bono work does the firm engage in?

Piper Alderman is a signatory to the National Pro Bono Aspirational Target (NPBA Target), being 35 pro bono hours of legal services per lawyer per year and aspires to meet or exceed that Target.

Our staff and partners also give back to the community by sitting on charitable or not-for-profit charitable boards, volunteering in community organisations and other community services, assisting the legal profession with activities such as lecturing at Universities, and being on industry committees and Law

Councils.

The firm encourages its lawyers to invest time in these activities which contribute meaningfully to our community, and encourages all of its staff to assist in those endeavours.

Does your firm provide employment opportunities to international students / students on study visas?

We are open to seeing applications from students with working rights.

Clerkship

During which periods do you offer clerkships?

Piper Alderman offers Clerkships during the Summer 1, Summer 2 and Winter periods.

How many clerkship positions are available for 2025?

With our Perth office still growing, we will continue to assess how many clerks we recruit in line with business needs.

What tasks do clerks usually undertake?

Our Clerks will do real legal work from the moment they join their team. Not limited to these examples, but you can expect to be undertaking legal research, reviewing and drafting legal documents,

due diligence and court attendance. The work we provide is a solid foundation for clerks' legal skills and sets them up for a great career ahead.

How can a clerk stand out or make a good impression?

A clerk can make a good impression by not only achieving good academics, but by being proactive in their university degree through maintaining a job and participation in extracurriculars. This demonstrates a strong work ethic and being proactive in taking on tasks and responsibilities. It is also important to exhibit a positive attitude and eagerness to learn.

What are some things students should avoid doing in their clerkship applications?

Tailor your application to the firm and highlight why you are a good fit for our culture and values.

Students should avoid generic cover letters.

Not rely on AI to draft their responses.

Take care and pay attention to be sure they are addressing their application to the right firm.

Does your firm accept clerkship applications from international students / students on study visas?

We accept applications from students who have working rights in Australia.

Do you offer clerkships to non-penultimate year students?

Yes

Graduate Job

What does your firm look for in a graduate?

Piper Alderman seeks graduates with not only academic success, but their ability to balance priorities through maintaining a job and participating in extracurriculars. Exhibiting leadership skills and a genuine interest to work in commercial law will set graduates apart.

How can students apply for a graduate position at your firm?

Currently, we are filling our Graduate positions with students that have completed a Vacation Clerkship with the firm.

Does your firm offer any international opportunities for graduates or junior lawyers?

Piper Alderman is a national firm and we do not offer international opportunities.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

We like to see that candidates have a strong understanding of Piper Alderman's values, culture, and practice areas. It is important candidates are able to articulate their motivation for pursuing a career in commercial law and

why Piper Alderman is the right fit for them!

How can students best prepare for an interview with your firm?

Here are some tips below for students to best prepare for an interview with Piper Alderman:

Do your research! Learn about our firm values and the work we do.

Practice your interviewing skills with a friend, parent or whomever you feel comfortable with. Have behavioral question responses prepared and practice, practice, practice!

Be yourself! We want to get to know you better and see you shine.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Yes we offer casual opportunities, either from ad hoc recruitment or following the completion of the clerkship program.

How can students find these opportunities and apply?

We recommend keeping an eye on Piper Alderman's LinkedIn and university job boards, as well as our website for current opportunities.

- <https://piperalderman.com.au/careers/current-opportunities/>

Piper Alderman is helping shape the future of business in Australia with practical, commercial and cutting-edge legal advice



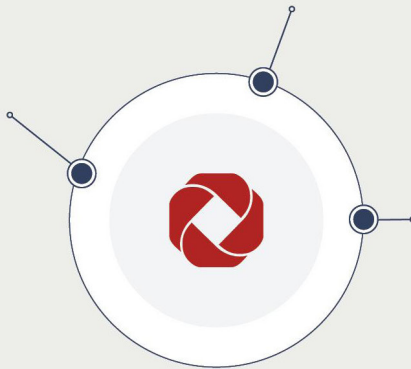
Committed to excellence

Our firm is committed to continual excellence in the practice of law, having been leading advisers to commercial interests across Australia for over 175 years. We have achieved our impressive growth by listening to our clients, responding to their needs and creating practical legal solutions.



A collaborative team

Piper Alderman is a single, united partnership dedicated to performing as a team and working together with our clients to achieve their business goals.



A national firm

As a genuinely national firm, we work with clients across all states and territories in Australia, as well as several international organisations.

A premier commercial law firm, Piper Alderman has offices in Adelaide, Brisbane, Melbourne, Perth and Sydney. We work with clients across Australia and internationally to achieve optimum legal and commercial solutions.

Our legal expertise has been built on nearly two centuries of industry experience. Piper Alderman has been a leading advisor to commercial Australian interests for more than 175 years and we continue to advance in knowledge, skills and commitment. We listen to our clients, respond to their needs and guide them through increasingly complex regulatory and business landscapes.

As a united, national partnership we are able to work in teams and collaborate in a manner that enables us to harness our skills and network effectively for our clients. We understand the importance of building enduring client relationships and are absolutely committed to advancing our clients' interests and helping them achieve their business goals.

Piper Alderman has a proud history of being at the forefront of many emerging areas of law, from landmark rulings to new legislation. In this way, our lawyers understand and contribute to Australia's legal framework in ways that give our clients a special edge.

Sectors

- Aged Care & Senior Living
- Agriculture & Food
- Defence
- Education
- Energy & Resources
- Financial Services
- Government
- Health & Life Sciences
- Hospitality, Gaming & Tourism
- Infrastructure
- IT & Telecommunications
- Not-for-Profit
- Private Clients
- Real Estate
- Transport & Logistics

Services

- Banking & Finance
- Blockchain
- Class Actions
- Corporate & Commercial
- Dispute Resolution & Litigation
- Employment & Labour
- Estates & Succession Planning
- Intellectual Property & Technology
- International
- Mergers & Acquisitions
- Planning & Environment
- Projects & Construction
- Property & Development
- Restructuring & Insolvency
- Taxation & Superannuation



SOLOMON BROTHERS

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Karen Cogoli
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About the Firm

Firm Practice Groups:

- Corporate & Commercial Law
- Commercial Litigation
- Property Law
- Banking & Finance
- Construction Law
- Wills, Estates & Trust
- Resources & Energy
- Mergers & Acquisitions
- Insurance Law

What are your firm's core values?

Strong commitment to excellence.

Training and continuity for our people.

Delivery of real commercial value to our clients.

How would you describe your firm's culture?

We provide an open, relaxed and friendly working environment, and employ intelligent, down-to-earth, inclusive and collaborative people. We understand the importance of our people, and staff satisfaction, learning and professional development is a core focus.

We have a diverse group of individuals with varying interests, experiences and motivations, who are approachable, work well together and have a genuine interest in helping each other

succeed.

How does your firm distinguish itself from other law firms?

We have a unique learning structure and flat hierarchy that enables our law graduates to work directly with lawyers at every level, including partners and senior associates, on a broad range of legal matters.

Our law graduates are immersed into the legal matters of the firm. They attend trials, attend meetings, draft documents and conduct work relevant to ongoing matters daily. They are provided with a wide, varying range of work in order to get real, hands-on experience in all areas of practice within our firm, enabling them to grasp a deep understanding of legal practice in their early years.

In addition, we have a clear career path. Over 80% of our firm have been with us from the beginning of their career and four of our partners began their career with us. This continuity of service is unique and important to us, as it creates a stable work environment and stability for our clients.

What are some notable awards your firm has recently

received?

Our Doug Solomon has been recognized by Best Lawyers in Australia for Real Property Law since 2021 and our firm was recognised in the Best Lawyers in Australia 2025 edition. Our David Marsh is regularly recognised by Doyles in the areas of Construction and Litigation.

What significant work has your firm recently undertaken?

We are consistently working on complex legal matters in all jurisdictions. Some examples of the more significant matters are:

- Our construction team, led by David Marsh, has been working on a matter in the Federal Court of Australia with respect to coating issues on the Ichthys Onshore Project. The claim involves the application of s.18 of the Australian Consumer Law (ACL) to overseas conduct with respect to possible loss and damage in Australia. Unusually, the relief sought is (in part) via an indemnity under s.237 of the ACL. A three-month liability trial took place from June to August 2024 and was followed by a six-week reference hearing. The hearing for the

adaption of the referee's report will take place in May of this year.

- Our commercial team, led by Michelle Hawksley, recently completed a transaction for a buyer of a roadhouse, service station, convenience store and supermarket business, which involved preparing a business sale agreement, land sale contract, commercial lease and residential tenancy agreement, and attending to settlement of the acquisitions.
- Our Doug Solomon recently acted as supervising partner and counsel on a range of complex legal matters, in the Supreme Court in the first instance and appeals to the Court of Appeal, involving property joint ventures and related issues concerning misleading and deceptive conduct and corporations law issues.

What kind of pro bono work does the firm engage in?

Solomon Brothers has a long history of providing pro bono legal advice to charities and not-for-profit organisations. Our Greg Solomon has previously served, and our Michelle Hawksley currently serves, as both a trustee and solicitor for the SAS Resources Fund and its associated Trusts. In addition, we are a signatory to the National Pro Bono Target and regularly provide pro bono

legal services to individuals in need.

Does your firm provide employment opportunities to international students / students on study visas?

No

Clerkship

During which periods do you offer clerkships?

We discontinued our vacation clerkship program in 2024, but we continue to employ law graduates yearly.

Graduate Job

What does your firm look for in a graduate?

We look for:

- Intelligent, driven individuals with high standards and social skills, varied interests, experiences, and motivations.
- A history of success, both academically and in other fields (i.e. leadership, sport, etc.).
- Passionate, ambitious individuals who love the law and finding solutions.
- Diversity, as we recognise every individual is different and we welcome the strength that brings to our firm.

How can students apply for a graduate position at your firm?

Students can send their applications via email to kcogoli@solbros.com.au or contact@solbros.com.au. Applications can also be made via our website at

www.solbros.com.au.

How many graduate positions are available in 2025?

We are looking to employ one graduate.

Does your firm offer any international opportunities for graduates or junior lawyers?

Yes

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Preparation, confidence, curiosity and professionalism. We also want to find out who you are, so be prepared to show us your personality, your values, your interests and experiences.

How can students best prepare for an interview with your firm?

Do your research before you attend the interview. Make sure you know a bit about us and what we do. Have some questions prepared. The purpose of the interview is for us to find out if you are a good fit for our firm, and for you to find out if we are a good fit for you.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

We occasionally offer casual or part-time employment to students when our workload requires same.

How can students find these opportunities and apply?

Check out our Careers page

– www.solbros.com.au/careers/



EXCELLENCE IN LAW

WHAT WE OFFER

- A supportive, nurturing and rewarding learning environment.
- Hands-on experience in a broad range of legal matters, right from the get-go.
- A more personalised and dynamic approach to legal service, and a strong commitment to excellence to get the best outcome for our clients.
- A relaxed, friendly atmosphere and strong office culture, where staff satisfaction, learning and professional development is a core focus.
- We have a lengthy history of providing pro bono legal advice to charities and not-for-profit organisations, supporting our philosophy of giving back to the community.
- Advance your legal career at a firm at the forefront of the industry.

**DID
YOU
KNOW?**

Prior experience as a vacation clerk, law clerk or paralegal with our firm is not required to obtain a Law Graduate position at Solomon Brothers.



WHAT WE LOOK FOR

- Intelligent, driven individuals with high standards and social skills, varied interests, experiences, and motivations.
- A history of success, both academically and in other fields (i.e. leadership, sport, etc.).
- Passionate, ambitious individuals who love the law and finding solutions.
- Diversity, as we recognise every individual is different and we welcome the strength that brings to our firm.

AREAS OF LAW

- Corporate & Commercial Law
- Commercial Litigation
- Property Law
- Construction Law
- Wills, Estates & Trust
- Resources & Energy
- Mergers and Acquisitions

www.solbros.com.au

Level 15, 197 St Georges Terrace, Perth, Western Australia 6000

Emails: kcogoli@solbros.com.au or contact@solbros.com.au

Telephone: +61 8 9282 5888



Liability limited by a scheme under Professional Standards Legislation

SPARKE HELMORE

Erin Tomicic
Phone: (02) 6263 6355
Erin.Tomicic@sparke.com.au

Level 9, 100 St Georges Terrace, Perth, WA, 6000

About the Firm

Firm Practice Groups:

Commercial Insurance, Corporate & Commercial, Government, Statutory Lines Insurance, Property Environment & Finance, and Workplace.

What are your firm's core values?

- **Client first** – putting our clients at the heart of everything we do.
- **Honest** – always being authentic, ethical, and behaving with integrity and respect.
- **Respect and inspire people** – enabling people to be their best.
- **Agile** – open to change, adapting to challenges and uncertainty.
- **One-firm** – working collaboratively towards achieving our goals.
- **Walk the talk** – leading by examples and showing the way.

How would you describe your firm's culture?

The firm's culture is best described through our employee value proposition. "As an independent Australian firm with a long history and a big heart, we have a rich story to tell. Our spirit is built on

the power of relationships with our people, clients, and communities.

At Sparke Helmore, you'll be actively involved as part of a diverse, genuine, and friendly team. We'll help you harness your ambition and take your skills to new heights with exposure to outstanding clients and easy access to exceptional leaders and mentors.

Your story is yours to define. We'd like to be part of it and for you to be part of ours."

In addition to the statement above, Sparke Helmore's employee value proposition provides a shared commitment to its people through four pillars:

- We'll be in it together
- We'll invest – and be invested – in your career
- We'll value your contribution
- We'll look after each other.

How does your firm distinguish itself from other law firms?

Sparke Helmore can be distinguished based on the following strengths:

- Great people – authentic, practical people who make strong relationships
- Right size – sufficient scale and coverage but small

enough for an inclusive, friendly culture

- Technology with purpose – capability in technology for productivity growth
- Investors – partners who are prepared to invest in the future

Overall, our people say we are down to earth and approachable, which translates to practice advice.

What are some notable awards your firm has recently received?

- GradAustralia Awards 2023 – No 1 for Workplace Culture and No 2 for Overall Graduate Satisfaction
- Ranked 16 in Lawyers Weekly Legal Firm of Choice Survey for 2025, recognised as the third fastest growing law firm in Australia.
- 2024 – Law Firm of the Year by Australasian Lawyer
- 2024 – 5 – Star Employer of Choice by Australasian Lawyer

What significant work has your firm recently undertaken?

We represent many of Australia's largest insurers, major Australian

corporations, and Australian Commonwealth and state government entities in mission-critical matters nationwide. Our team in Perth are particularly well regarded for their recent work with major Australian companies on employment, workplace health and safety matters, and work injury claims and our work with Insurers and their insured clients in litigation relating to catastrophic losses, professional indemnity, workers compensation, personal injury, and property damage, among others. Our work regularly takes us to the at the Supreme Court of Western Australia and beyond.

Our clients include Allianz Australia Limited, Comcover Insurance Service, Department of Home Affairs, Insurance Commission of Western Australia, National Disability Insurance Agency, QBE Insurance, and Zurich Australian Insurance, to name a few.

What kind of pro bono work does the firm engage in?

Through our established Pro Bono practice, we strive to strengthen the communities in which we operate by providing free legal assistance to individuals as well as eligible not-for-profit and charitable organisations.

We provide assistance to individuals with a legal need that could not otherwise access legal services without

experiencing financial hardship or whose matter raised an issue of public interest. This work includes:

- work on a variety of litigious and non-contentious matters within our areas of expertise referred to us by pro bono clearing houses, Legal Aid and community legal centres across the country. These include, but are not limited to, employment law, property, wills and estates, insurance and intellectual property;
- work for individuals with a legal issue associated with having cancer (such as insurance or employment issues, or the preparation of wills, power of attorney and enduring guardianship documents) referred to us through the Cancer Council Legal Referral Service;
- work for individuals through external legal clinics at community legal centres and self-representation services. In FY2023/2024, our lawyers spent over 1,500 hours volunteering for these clinics and services.
- secondment of our lawyers to pro bono clearing houses and community legal centres. In the 2023/2024 we provided lawyers on pro bono secondment nationally for more than 3,000 hours.

In partnership with Goldfields Community Legal Centre (GCLC), we launched a

fortnightly pro bono remote evening advice clinic. Our dedicated volunteers conduct telephone advice sessions free of charge on workplace and general civil law matters, empowering individuals with knowledge about their legal rights and potential avenues for redress. This initiative is designed to extend a helping hand to the remote communities of Western Australia, offering individuals access to justice and essential legal support. GCLC is based in Kalgoorlie and its catchment area spans across the remote/rural center of Western Australia from the South Coast to up North.

We held two Wills Workshops in Western Australia in FY2024, in partnership with local community legal centres and First Nations organisations. These were held in the City of Stirling and Esperance.

We have accepted several matters from Law Access WA over the financial year and we continue to assist clients of the Mental Health Law Centre WA with their applications for criminal injuries compensation.

We assist people with cancer in Western Australia with legal matters arising from their illness through partnership with Cancer Council WA. Matters include the preparation of wills and other end-of-life documents

and assistance with early access to superannuation.

Does your firm provide employment opportunities to international students / students on study visas?

Unfortunately, we do not hire those that are not permanent residents in Australia.

Graduate Job Information

What does your firm look for in a graduate?

Sparke Helmore graduates are:

- "All-rounders" who engaged in extra-curricular pursuits as well as their studies (our graduates have often excelled at mooting, debating, team sports or student politics in addition to their studies)
- Team players
- Clear and concise writers
- Confident and articulate communicators
- Experienced in any of the following: summer clerkships, casual paralegal positions, voluntary legal aid experience and tipstaffing

How can students apply for a graduate position at your firm?

Applying directly through our website, our graduate positions are open to all law students nearing graduation regardless of whether they have previously worked with Sparke Helmore. Both external and internal applicants are encouraged to apply.

How many graduate positions are available in 2025?

We don't advertise graduate intake number as it adds another layer of stress, all you need to know is we take on a substantial number of graduates in our program.

Does your firm offer any international opportunities for graduates or junior lawyers?

As we are a proudly Australian firm with 10 offices exclusively in Australia, we work predominantly with Australian clients.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

We look for "all-rounders" in our interview process:

- "All-rounders" who engaged in extra-curricular pursuits as well as their studies (our graduates have often excelled at mooting, debating, team sports or student politics in addition to their studies)
- Team players
- Clear and concise writers
- Confident and articulate communicators
- Experienced in any of the following: summer clerkships, casual paralegal positions, voluntary legal aid experience and tipstaffing

How can students best prepare for an interview with your firm?

Prepare, but don't over-prepare. We have a

conversational style of interviewing—we want to get to know you and encourage people to be their authentic selves at work.

Utilise prior experience, whether legal or non-legal, to answer interview questions. We look for transferable skills.

Come with some prepared questions to ask during the interview.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

We offer paralegal positions to law students at any stage of their studies, regardless of their experience or legal background. Instead of traditional clerkships, we have chosen this approach because it provides students with a more in-depth, hands-on experience that goes beyond what clerkships typically offer.

How can students find these opportunities and apply?

Applying directly through our website, we also advertise on LinkedIn and Seek for these positions.

Be a part of our story Sparke Helmore's Graduate Program

Our Graduate Program is a rewarding way to kick-start your legal career and is designed to guide you through the experience of what the law is really like, providing you with comprehensive training and mentoring as well as networking opportunities.

At Sparke Helmore, you'll be actively involved as part of a diverse, genuine and friendly team. We'll welcome you into our vibrant culture where you'll work collaboratively to deliver results within a truly national firm.

We'll help you harness your ambition and take your skills to new heights with exposure to outstanding clients—who are always at the heart of everything we do—and interesting work. You'll have easy access to exceptional leaders and mentors who are practical experts in their fields. We'll also invest in your career, development and potential through specialised soft skills training, equipping you with the tools and knowledge to become a capable practitioner and strong all-rounder. You will also have access to our mentoring program, which pairs you with a senior lawyer to give you a broader understanding of the firm and all our areas of law.

We'll express our appreciation for your contribution in many ways including through structured and informal feedback, team celebrations, competitive remuneration, recognition and incentive programs, and acknowledgement of birthdays and anniversaries.

We offer a suite of great benefits including wellbeing, health and wealth activities, diversity equity and inclusion networks, social activities and pro bono and community opportunities. To help you succeed and achieve the balance you want in your life, flexible working is part of 'business as usual'.

We're united by our shared values. They shape the way we behave, help us work together effectively and make sure we put our clients first, without forgetting our people.

sparke
HELMORE
LAWYERS



*Hear from **Antonio**, one of our recent graduates, about a day in his life.*

6:00am | *I wake up to the familiar chime of my iPhone alarm, ready to start the day.*

8:30am | *I arrive at the office around 8:30am every morning and come in five days a week, as I believe this the best way to learn and grow. Being in the office consistently, helps me build relationships and trust with my colleagues and provides me with a clear separation between work and personal life.*

9:00am | *I begin working on a pre-mediation advice that needs to be completed by the end of the week. As I navigate the liability section of the advice, I make sure to seek help on specific points that I am unsure about, as this is one of the best ways to learn.*

11:30am | *Throughout the morning, I remain flexible and prepared to shift my focus to any urgent that may come up. I notice an email has come in from a senior team member, requesting that I urgently draft subpoenas to produce to a list of treating medical practitioners involved in a personal injury matter.*

1:00pm | *For my lunch break, I head down to the café on the ground floor of the office building. I enjoy a caffeine hit along with the lunch I brought from home.*

2:00pm | *I tackle a medical and financial chronology. I really enjoy drafting chronologies, because they allow me to critically think about the essential details of the particular matter and convey the relevant information in a concise and easy to understand way. I extract key facts regarding the Plaintiff's medical history from their treatment records and expert medical evidence. I also review the Plaintiff's individual tax returns and notices of assessment to determine their taxable income and calculate their net weekly earnings.*

5:00pm | *As the work day comes to an end, I take a moment to review the tasks I've completed and finish up anything outstanding. I also take the time to prepare my to-do list for the following day.*

Your story is yours to define. We'd like to be part of it and for you to be part of ours. After all, the best stories are shared.

If you want to know more, why not take a moment to visit our website, listen to our story, and learn more about our Graduate Program.

www.sparke.com.au/join-us/graduate-program/

Sparke your career with us...

Deciding on the firm that's right for you is a big decision. Is the culture right for me? Will I receive quality work? Will there be people genuinely interested in my growth who can point me in the right direction? Does the firm embrace technology and take innovation seriously?

Why choose Sparke Helmore?

At Sparke Helmore, you're encouraged to be actively involved as part of our vibrant culture, where you are able to work collaboratively with your team and across teams to deliver great results.

Working at Sparke Helmore, you will be provided with a unique range of opportunities to expand your knowledge with access to:

- **Market-leading expertise**—we are a full service national law firm. This means you will have the opportunity to gain experience in each of our Insurance, Government, Workplace, Corporate & Commercial and Property, Environment & Finance practice groups.
- **Real legal work**—from your first day, you will have the opportunity to get involved in legal work that contributes to the firm and its clients.
- **Training and development**—a combination of formal and on-the-job training that covers technical and soft skills.
- **Mentoring and networking**—we have a proud reputation for mentoring and facilitating relationship building across the firm in a way that fosters personal and career development, networking and the sharing of knowledge, experience and learning.
- **Opportunities to give back**—through our Pro Bono and Community Programs.

What do we look for in our lawyers?

Our people are key to our success. We are always on the look-out for lawyers with potential to progress, who fit with our culture and align with our values, and who demonstrate, among other things, intelligence, interpersonal skills, commitment, energy and commerciality.

Sparke Helmore lawyers are:

- all-rounders, who are engaged in extra-curricular pursuits as well as their studies
- team players
- clear and concise writers, and
- confident and articulate communicators.

Your story is yours to define. We'd like to be part of it and for you to be part of ours. After all, the best stories are shared.

Want to know more about Sparke Helmore? Visit the graduate program on our website.

SQUIRE PATTON BOGGS

Claire Ferguson, HR Business Manager
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Level 11, Brookfield Place, 125 St Georges Tce

About the Firm

Firm Practice Groups:

- Antitrust & Competition
- Commodities & Shipping
- Corporate
- Construction
- Financial Services
- Energy & Natural Resources
- Hospitality & Leisure
- International Disputes Resolution
- Litigation
- Labour & Employment
- Real Estate
- Regulatory & Enforcement
- Tax Strategy & Benefits

What are your firm's core values?

Our core values—Collaboration, Professionalism, Excellence, Respect and Responsibility—are more than just words; they're a reflection of who we are as a firm. What makes these values truly meaningful is that they were created by our people, for our people.

We believe that living these values every day and holding ourselves accountable to them is what drives our success. Whether it's working together as a team, striving for excellence, or acting with integrity, these principles guide everything we do—both for our clients

and within our workplace.

How would you describe your firm's culture?

At SPB, we pride ourselves on being a dynamic and collaborative workplace where you're encouraged to truly "be yourself." Our culture ensures that every team member feels welcomed, valued, and has opportunities to belong, thrive, and achieve their career goals.

We've created an environment where individuality is celebrated, and everyone has the tools and support to succeed. From day one, you'll be empowered to live our firm values and take ownership of your journey, knowing you have a team that believes in you every step of the way.

How does your firm distinguish itself from other law firms?

We understand that choosing the right firm is a big decision, and we believe there are three things that set us apart: who we are, where we practice, and the services we offer.

We've built a truly collaborative culture where teamwork is at the heart of everything we do. We believe we're stronger together, and our instinctive, team-focused

approach ensures that we deliver advice in the way our clients need. SPB isn't limited by borders—we collaborate across offices and countries to bring innovative solutions to clients across Australia and around the globe, all while staying deeply connected to the local communities we serve.

At SPB, we don't just focus on excellence for our clients; we prioritize your career and wellbeing, too. From day one, you'll find a place where you belong. We understand that every career journey is unique. Whether you're just starting out or dreaming big, there's no ceiling to how far you can go at SPB.

What are some notable awards your firm has recently received?

Individual Awards:

- Construction partner Melissa Koo named Senior Practitioner of the Year 2024, Asian Australian Lawyers Association.

Practice/Industry Awards:

- *The Legal 500 Asia Pacific 2025*: Recommended firm for Corporate/M&A, Disputes: Arbitration, Disputes: Litigation, Energy, Natural

Resources, Infrastructure Projects & Construction, IT & Telecommunications, Labour & Employment and Real Estate.

- *Global Arbitration Review*: Top 10 firm in the GAR30 2024 list of the top 30 international arbitration.
- *Global Data Review*: Ranked among 20 Elite firms in the 2024 edition of the GDR 100 list of the best data privacy firms in the world.
- *Chambers Asia Pacific 2025*: Recommended firm for Construction & Projects, Corporate/M&A, Real Estate and Shipping.
- *Doyle's Guide 2025*: Ranked Tier 1 firm in WA for both Front End Construction and Construction & Infrastructure Litigation.
- *Doyle's Guide 2024*: Ranked Tier 1 firm for Construction & Infrastructure Litigation.
- *Doyle's Guide 2024*: Ranked Tier 1 firm for Front End Construction & Infrastructure Law.

What significant work has your firm recently undertaken?

- Advised on the Pelligra Group's acquisition of the Perth Glory FC franchise.
- Advised on the development of the Perth Hub and Dorsett Hotel projects next to RAC Arena at Perth City Link.
- Advised on contracts and disputes for the construction of the AU\$2 billion Forrestfield Airport

rail link project.

- Advising a sports governing body on a multi-year broadcasting and media rights deal with a major Australian media outlet.
- Advising on the incident in Fremantle port between the Maersk Shekou container ship and the STS Leeuwin tall sailing ship.
- Advising on equipment supply contracts for the multi-billion-dollar Simandou iron ore mining, rail and port project in Africa.
- Advising Synergy on the biggest distributed energy resources (DER) project in Western Australia, which involves combining the operation of batteries, solar PV systems and air-conditioners across more than 500 homes and businesses to operate as a virtual power plant (VPP).

What kind of pro bono work does the firm engage in?

Our pro bono commitment is a key part of who we are. We are passionate about giving back to the communities where we live and work, and our dedication runs deep. As proud signatories to the Australian Pro Bono Target, every Australian lawyer at SPB commits to contributing at least 35 pro bono hours annually.

Our lawyers work on a wide range of meaningful pro bono matters that aim to advance social justice, support

nonprofit organisations, and provide life-changing assistance to individuals in need. We are also proud to partner with the following community organisations, working closely with them to create a lasting impact:

- Many Rivers - provides assistance to people to start and grow their own small business;
- Women's Legal Service WA - a not-for profit community legal centre for women across WA;
- National Justice Project - Sydney-based human rights law firm;
- Animal Defender's Office - a national non-profit community legal centre that specialises in animal law; and
- Law Access WA - a not-for-profit organisation that facilitates the giving of pro bono legal assistance to the vulnerable and to those who cannot afford a lawyer.

Does your firm provide employment opportunities to international students / students on study visas?

Yes

Clerkship

During which periods do you offer clerkships?

Winter 2026

How many clerkship positions are available for 2025?

Up to 8

What tasks do clerks usually undertake?

As a vacation clerk at SPB, you'll have the opportunity to engage in a variety of meaningful tasks that will give you a true taste of life in legal practice and life at SPB. These include legal research, assisting with drafting correspondence, attending meetings, undertaking practice management and participating in technical training. At SPB, we ensure that our vacation clerks are actively involved and supported every step of the way, offering you a dynamic and hands-on experience.

How can a clerk stand out or make a good impression?

We are seeking students who are curious, ambitious, and ready to make an impact. If you're proactive, a great communicator, and unafraid to think outside the box, you'll fit right in. We value fresh perspectives and innovative thinking to deliver the best for our clients.

We want you to bring your energy, eagerness to learn, and passion for getting involved. At SPB, you won't just be part of a team—you'll be part of a community that encourages you to grow, collaborate, and thrive.

What are some things students should avoid doing in their clerkship applications?

Avoid submitting generic cover letters—it's important to personalize your application

for the firm you're applying to. For instance, steer clear of opening with "To Whom it May Concern" or "Dear Hiring Manager." Instead, take the time to find out exactly who your application should be addressed to, and ensure all references in your cover letter are specific to the correct firm.

Make sure your application answers the key question: "Why do I want to clerk at this particular firm?" Show that you've done your research and highlight what draws you to the firm's values, culture, or work. Lastly, avoid simply rehashing your CV, keep your points concise, and pay close attention to detail. A polished, thoughtful application speaks volumes about your interest and professionalism.

Does your firm accept clerkship applications from international students / students on study visas?

Yes

Do you offer clerkships to non-penultimate year students?

No

Graduate Job

What does your firm look for in a graduate?

Just like our clerkship candidates, we are looking for graduates who are curious, ambitious, and proactive. Strong communication skills are essential, and we value individuals who are not afraid to think differently to deliver

exceptional service to our clients.

At SPB, we want graduates who are engaged, enthusiastic, and eager to dive in. If you're driven to learn, grow, and contribute, you'll find a supportive environment here that encourages innovation and collaboration at every step.

How can students apply for a graduate position at your firm?

Via our careers website: <https://www.squirepattonboggs.com/en/careers>.

How many graduate positions are available in 2026?

2 to 3

Does your firm offer any international opportunities for graduates or junior lawyers?

Yes, junior lawyers are considered for inter-office secondment opportunities as they arise, including, on occasion, inter-office rotations.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

At SPB, we value authenticity and want to see students bring their genuine interests and enthusiasm to the table. We're looking for individuals who not only showcase their unique personality but also demonstrate that they've taken the time to research

our firm. Come prepared with thoughtful, targeted questions and a clear understanding of what drew you to SPB.

Strong communication skills are also a must. We're looking for students who can express themselves clearly and concisely, while also bringing energy, engagement, and professionalism to the interview process.

How can students best prepare for an interview with your firm?

Before applying to SPB, take the time to research our firm thoroughly. Start by exploring our website to gain a clear understanding of who we are, the work we do, and the values we stand for. Go further by searching for noteworthy articles in legal news that highlight our achievements, cases, and contributions to the industry.

In addition to our legal work, learn about the community initiatives we're passionate about, such as our pro bono efforts and our Workplace Culture & Development program. Demonstrating an understanding of both our professional excellence and our community impact will show that you've done your homework and are genuinely interested in being part of SPB.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Occasional casual paralegal opportunities.

How can students find these opportunities and apply?

Our vacation clerk and/or graduate candidates will be given first preference for these roles, and then the roles are advertised on our website.

Help Us Shape Our Clients' Success

Our global reach and influence, combined with local knowledge of the Australian landscape, enables us to help our clients operate successfully in today's competitive and international markets.

Our industry-specific expertise and collaborative way of working enables us to deliver outstanding seamless legal service domestically and across borders.

With offices in Perth and Sydney, we operate within the same time zones as many of the cities in the Asia Pacific region, placing us at the heart of the world's fastest growing economies.

We are principal legal advisers to some of the most significant investors in Australia, emerging industries, individuals and growing companies. Bringing our local knowledge together with a global perspective enables us to give our clients the edge they need to achieve successful outcomes.

Key Services

Antitrust & Competition

Corporate

Financial Services

International Dispute Resolution

Labour & Employment

Litigation

Real Estate

Regulatory & Enforcement

Tax Strategy & Benefits



To find out how you can join us in helping to shape our clients' success, visit our Australian Vacation Clerk and Graduate Brochure by scanning the QR code.

STEINEPREIS PAGANIN

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About the Firm

Firm Practice Groups:

Core Services

- Equity Capital Markets
- Mergers & Acquisitions
- Corporate & Commercial
- Energy & Resources
- Financial Services

Segment Expertise

- Mining & Resources
- Private Equity
- Venture Capital & Start-ups
- Biotechnology
- Cyber
- Digital Assets

What are your firm's core values?

Steinepreis Paganin, we live and breathe our values of Growth, Reliability, Excellence, Accountability and Teamwork as we believe they make us GREAT at what we do. We pride ourselves on delivering quality work for our clients in an efficient way and we look to bring on new team members who reflect these values through their behaviours, both personally and professionally.

- Growth: We encourage and support mentoring and knowledge sharing that helps us develop as individuals and as professionals.
- Reliability: We are

passionate about delivering quality work that reflects positively on the firm and services our clients to the highest standard.

- Excellence: We celebrate and encourage initiative and focus on how we can do things better to assist our clients and each other.
- Accountability: We take ownership for our work, our behaviours, and our career development.
- Teamwork: We work respectfully and collaboratively to create a culture to open communication where every team member's input is valued.

How would you describe your firm's culture?

Our welcoming, inclusive and fun culture based on our one team structure enhances collegiality and collaboration. Regular feedback, and the firm's Buddy and Mentor programs, all aim to provide a supportive environment and make work a great place to be.

How does your firm distinguish itself from other law firms?

At Steinepreis Paganin, we

are very proud of our one team structure and that we don't have set billable targets for our lawyers, which are our key point of difference to other firms. From day one and throughout your time at the firm, you will have the opportunity to work with team members at all levels from Partners to Lawyers and across the different offices.

What are some notable awards your firm has recently received?

Steinepreis Paganin are:

- The most active legal advisor on corporate compliance in Australia.
- Consistently ranked #1 in Australia for ECM transactions (IPOs and secondary capital raisings).
- Consistently ranked in the top 3 in Australia for M&A transactions (takeovers, schemes of arrangement and asset sales).
- Engage in more interactions with the ASX than any other law firm in Australia.

What significant work has your firm recently undertaken?

Steinepreis Paganin acts for approximately 15% of all companies listed on the

ASX, as well as a number of large private and public companies. Steinepreis Paganin is the most active legal advisor on ASX IPOs and is a top 3 advisor on public mergers and acquisitions transactions. Some of our most recent transactions include acting for Decmil on its acquisition by Macmahon Holdings, acting for Black Cat on its \$90m acquisition of the Lakewood mill from Westgold and acting for the largest private fitness group in WA in various acquisitions and investments.

Does your firm provide employment opportunities to international students / students on study visas?

No

Clerkship Information During which periods do you offer clerkships?

Summer 1 2025

- Mon 17 Nov 2025 – Fri 28 Nov 2025
- Mon 1 Dec 2025 – Fri 12 Dec 2025

Summer 2 2026

- Mon 19 Jan 2026 – Fri 30 Jan 2026
- Mon 2 Feb 2026 – Fri 13 Feb 2026

Winter 2026

- Mon 15 June 2026 – Fri 26 June 2026
- Mon 29 June 2026 – Fri 10 July 2026

How many clerkship positions are available for 2025?

Clerkship positions available for 2025-2026 - 24

What tasks do clerks usually undertake?

Vacation Clerks are each allocated a buddy and mentor for the duration of their clerkship and provided with an induction program and training to ensure that they know how to go about things, who to go to for support and how to access work.

Tasks may include research, drafting, document review, note taking during client meetings, draft memoranda and due diligence.

How can a clerk stand out or make a good impression?

- Engage with your Buddy and Mentor and be curious about the work.
- Be proactive and show initiative to learn and take on tasks.
- Be authentic and connect with and build relationships with the team around you.

What are some things students should avoid doing in their clerkship applications?

Students should ensure that they apply through the proper channels via our website and submit all documentation requested (cover letter, CV and up to date academic transcript). Give us a genuine sense of who you are in your cover letter.

Does your firm accept clerkship applications from international students / students on study visas?

No.

Applications are invited from penultimate year law students seeking graduate positions in February 2027. Applicants must have permanent residence or an Australian Citizen with full working rights in Australia.

Do you offer clerkships to non-penultimate year students?

NB: These can be First or Final year students

No

Graduate Job Information

What does your firm look for in a graduate?

There is no one Steinepreis Paganin “type”. We want to actively involve a diverse range of minds from a broad range of backgrounds, united by the following strengths:

- A clear interest and passion for corporate law.
- Exceptional communication skills.
- An eagerness to learn.
- Analytical ability.
- Commercial awareness.
- Teamwork.
- Resilience.

How can students apply for a graduate position at your firm?

Applications open on Mon 21 July 2025 and close on Fri 15 Aug 2025.

Applications should be

submitted via the Steinepreis Paganin website – <https://www.steinpag.com.au/careers>

Applications must include a cover letter, detailed CV and an up-to-date academic transcript. Shortlisted applicants will be invited to attend our offices for an interview with the Human Resources Manager and a Partner or Senior Associate.

How many graduate positions are available in 2026?

4

Does your firm offer any international opportunities for graduates or junior lawyers?

No

Interviews

What does your firm like to see in a clerkship or graduate job interview?

Our interviews are informal and focused on getting to know you. We are looking for students who have a particular interest in corporate and commercial law.

How can students best prepare for an interview with your firm?

Students should familiarise themselves with the work that we do, be open, genuine and candid.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

No

How can students find these opportunities and apply?

<https://www.steinpag.com.au/careers>

Start your career at Australia's most active Corporate Law Firm

Steinepreis Paganin is a leading independent corporate & commercial law firm with offices in Perth and Melbourne.

Established in 1997, Steinepreis Paganin has an excellent market reputation and one of the largest corporate and commercial teams in Australia with a team of over 50 lawyers. We offer clients specialised and comprehensive advice on a range of corporate and commercial matters, servicing clients in Australia and internationally across all industry sectors.

CLERKSHIPS

Clerkships are for 2 weeks with multiple intakes over the Summer and Winter. The aim of our clerkship program is to give each Vacation Clerk exposure to the type of work we do, as well as to our culture and team environment.

Vacation Clerks are each allocated a buddy and mentor and provided with initial training and induction to ensure that they know how to go about things, who to go to for support and how to access work.

*Applications are invited from **penultimate year law students** (with full working rights in Australia). Applications must be submitted via www.steinpag.com.au/careers and include a **cover letter, CV, and an up-to-date academic transcript**.*

Applications Open - 23 June 2025 | Applications Close - 27 July 2025

LAW GRADUATES

At Steinepreis Paganin we provide our Graduates with a fantastic opportunity in the Corporate Law sector. From day 1 of joining our team you will be working on active matters. Our one team structure ensures that you will work with team members at all levels, working on a wide range of matters across the corporate and commercial spectrum.

Our in-house National Lawyer Training Program will help you to develop your skills and better understand the technical aspects of commercial law to put into practice on active matters.

*Applications are invited from **final year law students** (with full working rights in Australia). Applications must be submitted via www.steinpag.com.au/careers and include a **cover letter, CV, and an up-to-date academic transcript**.*

Applications Open 21 July 2025 | Applications Close 15 August 2025

Core Services

- Equity Capital Markets
- Mergers & Acquisitions
- Corporate & Commercial
- Energy & Resources
- Financial Services

What makes us different

- No set billable target's
- One team structure
- Access to real work from the start
- Lunch provided daily
- The most active legal advisor on corporate compliance in Australia
- Consistently ranked #1 in Australia for ECM transactions (IPOs and secondary capital raisings)
- Consistently ranked in the top 3 in Australia for M&A transactions (takeover, schemes of arrangement and asset sales)
- Engaged in more interactions with ASX than any other law firm in Australia

Our Culture

Our culture is based on the principles of excellence, collaboration, commitment and respect. We are guided in all that we do by the firm's values of Growth, Reliability, Excellence, Accountability and Teamwork.

For further information



www.steinpag.com.au

THOMSON GEER

Level 29, Central Park Tower 152-158 St
Georges Terrace Perth WA 6000

Caroline Ford
Phone: 08 9404 9117
cford@tglaw.com.au

About the Firm

Firm Practice Groups:

- Banking & Finance
- Construction & Projects
- Corporate & M&A
- Employment & Safety
- Energy & Resources
- Environment & Planning
- Health, Aged Care and Retirement Living
- Intellectual Property
- Litigation & Dispute Resolution
- Media
- Property
- Restructuring & Insolvency
- Tax
- Technology & Telecommunications

What are your firm's core values?

Thomson Geer strives to deliver best practice legal skills to our clients, doing so efficiently, reliably and with an authentic and transparent approach. We are focused on enhancing the competitive position of our clients in whatever circumstances they find themselves in. This philosophy extends to the way we interact with each other. Honestly and transparently and supporting each other to be the best lawyers and people we can be.

How would you describe your firm's culture?

We create an environment that is flexible, friendly, personable, collegiate and professionally stimulating. We work hard to enhance this culture through transparent, authentic communication, and by ensuring we are respectful and accountable to each other every day to provide an environment where our staff can grow personally and professionally.

How does your firm distinguish itself from other law firms?

Thomson Geer provides an excellent opportunity for junior lawyers, being large enough to attract excellent quality work while maintaining small teams that enable junior lawyers to get exposed to all aspects of the matters they work on.

Our small teams also mean that junior lawyers have excellent opportunities to work directly with, and learn from, our Partners and other senior practitioners and get to take a hands-on role in the matters they work on.

What are some notable awards your firm has recently received?

- Thomson Geer was ranked

third in Australasia by Mergermarket for M&A deal count in CY2024.

- We were nominated at the 2024 Mergermarket Awards for Mid-Market Adviser of the Year (previously won in 2021) and Energy, Mining and Utilities M&A Legal Adviser of the Year (also nominated in 2022).
- Named Retirement Villages & Senior Living Law Firm of the Year for 2019, 2021, 2024 and 2025 and Real Estate Law Firm of the Year 2022 by Best Lawyers in Australia.
- Ranked in Chambers Asia Pacific across 7 practice areas, Legal 500 Asia Pacific across 12 practice areas, and leading lawyers in Best Lawyers in Australia across 54 practice areas.

What significant work has your firm recently undertaken?

- **Bruce Lehrmann defamation:** Successfully defending Network Ten against Bruce Lehrmann's defamation case with a judge finding, on the balance of probabilities, that Lehrmann raped Brittany Higgins in a ministerial office in Parliament House. Lehrmann is currently

appealing (as at January 2025).

- **Mitsubishi High Court win:** Acted for Mitsubishi Motors Australia in its successful appeal to the High Court of Australia over allegations fuel efficiency labels affixed to its popular Triton utility vehicle were misleading and breached consumer laws.
- **X Corp:** Acting for X Corp., the operator of X social media service (formerly Twitter), in judicial review and pecuniary penalty proceedings against the eSafety Commissioner.
- **Kingdom of Spain:** Acting for Spain in seeking to oppose the recognition and enforcement of a (purported) international arbitral award of the International Centre for Settlement of Investment Disputes (ICSID) issued to Dutch investors, NextEra Energy Global Holdings BV and NextEra Energy Spain Holdings BV.
- **Westgold Resources:** Advising Western Australia-based gold miner Westgold Resources on its \$1.233 billion merger with fellow gold miner Karora Resources.
- **MMA Offshore:** Advising leading Perth-based marine and subsea services company MMA Offshore on its acquisition by Cyan Renewables by way of scheme of arrangement for A\$1.1 billion. The deal is reportedly the largest

takeover deal in the wind power segment in the Asia-Pacific region for 2024.

- **Yindjibarndi Aboriginal Corporation:** Partnered with the Yindjibarndi Aboriginal Corporation in the Pilbara to help it join with Philippines renewable energy company ACEN to create one of Australia's largest renewable energy vehicles Yindjibarndi Energy Corporation to undertake significant renewable energy projects in the region.

What kind of pro bono work does the firm engage in?

We understand the importance of giving back to our community. For us that means helping ensure those who need it have access to legal representation and advice. We also seek opportunities to support worthwhile causes. An initiative we are committed to is providing pro bono legal advice to marginalised and disadvantaged groups across the States in which we operate.

Thomson Geer has signed up to the Australian Pro Bono Centre's aspirational target of 35 hours of pro bono legal work per practitioner per year (in fact, our lawyers can spend up to 50 hours per year on approved pro bono matters and receive financial credit for this time). We are constantly looking for ways that we can connect our lawyers with pro

bono opportunities that will utilise their skills to make a meaningful contribution to our local communities.

We provide pro bono support across all areas of law. Some of our pro bono clients include Arthritis Australia, Choice Passion Life, St Vincent's Hospital, Mercy Health Foundation, HIV/AIDS Legal Centre, Justice Connect, Maluk Timor, MND Queensland and Together for Humanity Foundation.

Does your firm provide employment opportunities to international students / students on study visas?

Our clerkship and graduate programs are open to citizens and permanent residents with unrestricted working rights. Other opportunities to work at Thomson Geer become available throughout the year and are open to anyone who has a right to work in Australia.

Clerkship

During which periods do you offer clerkships?

We offer one two summer clerkships each year. One in the November/December period and one in the January/February period

How many clerkship positions are available for 2025?

Approximately 10

What tasks do clerks usually undertake?

Clerks undertake a range of tasks depending on the

practice area they work with. Common tasks include:

- Attending client meetings;
- Observing court proceedings;
- Conducting legal research;
- Drafting correspondence and court documents;
- Due diligence and disclosure.

How can a clerk stand out or make a good impression?

Clerks at Thomson Geer are provided with meaningful work for real client's right from the start of their clerkship. The best way for clerks to stand out is to:

- Show a real interest in the work and our clients;
- Commit to producing high quality work; and
- Demonstrate excellent communication skills.

All of our clerks are viewed as potential graduates, and all of our graduates as potential leaders. We therefore look for the same qualities in our clerks and graduates that our lawyers need to possess.

Our lawyers are genuinely interested in our clients and their businesses. They need a critical and curious mind and are passionate about developing solutions in their commercial context. Our lawyers work collaboratively in diverse teams with both senior and junior practitioners across legal disciplines and jurisdictions.

What are some things students should avoid doing

in their clerkship applications?

We recommend that students proof read their applications to avoid simple errors such as spelling the firm name wrong!

Students should also avoid copying and pasting cover letters for other applications which can result in errors like references to a different firm.

Does your firm accept clerkship applications from international students / students on study visas?

Our clerkship and graduate programs are open to citizens and permanent residents with unrestricted working rights.

Do you offer clerkships to non-penultimate year students?

NB: These can be First or Final year students

We also offer clerkships to final year students. For other students, we often have paralegal opportunities available through our website.

Graduate Job

What does your firm look for in a graduate?

Our graduates are curious, hungry to learn and committed to constant innovation and improvement. When we receive an application, these are the things that make you stand out from the crowd:

- A genuine interest in the areas of law in which we practice.
- Demonstrating an understanding of, and interest in, the commercial environment, as this helps

our people contribute to the success of our clients.

- Demonstrating a dedication to pursuits outside of your university studies. Whether it be in work or community interests, being able to show that you constantly seek opportunities to contribute more than is expected – in both your personal and professional pursuits. We hold in high regard a commitment to continuous self-improvement.
- We look for a strong work ethic in our people, so we look for an application that is able to demonstrate that.

And importantly, be yourself. A diverse range of people is important to our success and we love to see your personality in your application.

How can students apply for a graduate position at your firm?

We primarily hire graduates from our summer clerks. When we look to hire graduates outside of that process, applications can be made through our website.

How many graduate positions are available in 2025?

Approximately 5.

Does your firm offer any international opportunities for graduates or junior lawyers?

We are a proudly national firm and while we often get engaged on matters with

international elements, we do not offer international secondments or rotations.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

We like to see some of a student's personality along with thoughtful responses that demonstrate their passion for commercial law, their understanding of the commercial environments and their dedication to self-improvement.

How can students best prepare for an interview with your firm?

Our first interview is a video interview and students are provided 48 hours to consider the questions and record their responses. This gives students time to plan and record their answers at the time that best suits them.

When interviewing with our Partners, students should reflect on their work, study and extra-curricular experiences and the skills they have gained through those experiences. Whether you have worked in the legal industry before or not – don't undervalue your non-law experiences! They teach you a lot and you should be confident and proud of those skills.

Casual/Part-Time Employment

Does your firm offer any part-time employment?

Yes.

How can students find these opportunities and apply?

These roles are advertised on our website when they are available.



Achieve your potential

Join a major Australian law firm

Starting your legal career at Thomson Geer will offer you real, hands-on experience across a wide variety of commercial disciplines and industry sectors, in a supportive and collaborative environment.

We're ready for you

With more than 700 people, including over 150 partners, operating out of our offices in Sydney, Melbourne, Brisbane, Perth, Adelaide and Canberra, we are one of the 10 largest firms operating in Australia.

We offer a flexible, friendly and professionally stimulating environment that puts both our trusting client relationships and our staff's wellbeing and development at the forefront.

From day one, you'll be an active participant in the team, involved in all aspects of legal practice, and working directly with experienced practitioners.

Are you ready for us?

We're looking for hard-working and motivated law students who have excelled academically, are client focused, commercially minded, work well in a team environment, and are ready to commence their career with a major law firm.

We are especially keen to talk to students who have, or are working towards, a second degree in technical fields, such as commerce, engineering and science.

Applications for our 2025/2026 Perth Summer Clerkships open on 23 June 2025 through our website.

WILLIAM + HUGHES

25 Richardson Street, West Perth,
WA, 6005

Oliver Nikolovski
Phone: (08) 9481 2040

About the Firm

Firm Practice Groups:

- Commercial Litigation
- Commercial & Corporate

What are your firm's core values?

Focused Excellence + Comprehensive Expertise: We offer specialised expertise and in-depth experience across a variety of different legal practice areas, to clients of all sizes and locations who operate across many different industries.

Culture + Collaboration: We foster a genuine open-door environment because we believe that the best results come from people with different expertise, collaborating to deliver work products that represent the best of what each of them has to offer.

How would you describe your firm's culture?

Mentorship + Autonomy:

- We support and guide our lawyers throughout their professional growth and simultaneously empower them to decide how they want to develop their skill sets.
- We consistently provide clerks and graduates with opportunities to independently contribute

to substantive work products and to see how the law works in practice, while offering support and feedback throughout.

How does your firm distinguish itself from other law firms?

Williams + Hughes has one of Western Australia's larger and more experienced litigation and dispute resolution teams, as well as being the exclusive Western Australian member of Meritas, the world's largest global alliance of independent business law firms. As a large independent Western Australian law firm, with the benefit of the Meritas global network, Williams + Hughes brings the value of boutique local expertise together with international reach and awareness.

What are some notable awards your firm has recently received?

Historically our firm does not apply/enter competitions for awards. Notwithstanding that, our firm and its individual lawyers have been represented as recommended lawyers in publications such as Doyles Guide. Much of our firm's work is sourced from recommendations from existing clients and other

lawyers.

What significant work has your firm recently undertaken?

A search of Supreme Court judgements discloses some of the work our litigation team undertakes. Key elements of our litigation practice are that we do a lot of it, and often as counsel (not just instructing barristers).

Most of our commercial transactional work is not advertised. Our private-wealth clients like the fact that we do not market their transactions. Our commercial team regularly engages in significant transactional work in the mining industry, in its property practice including construction and in agriculture, and in pharmaceuticals.

What kind of pro bono work does the firm engage in?

Our lawyers have autonomy to perform pro bono legal work of their choosing, with the full support of the firm. We do not mandate or control pro bono work, meaning that lawyers do pro bono work that personally interests them and aligns with their personal values.

This means that our lawyers provide legal work for charities involved in health and environment, sit on not-for-profit boards, and provide education and training to various Associations.

Does your firm provide employment opportunities to international students / students on study visas?

Our firm's clerkship opportunities are geared towards finding people that may stay on as paid casual clerks and/or become our next set of graduates. As a result, we are pleased to accept applications from anyone who has working rights in Australia, who intends to and will ultimately be able to practise law in Western Australia.

Clerkship

During which periods do you offer clerkships?

Vacation clerkships are predominantly offered for summer, for periods of 2 weeks depending on applicant availability.

Our firm has the flexibility to accommodate clerkships at other times, subject to discussion with the successful applicant.

Clerkship positions are paid at hourly rates.

How many clerkship positions are available for 2025?

For summer 2025/2026, up to 12 clerkship positions will be available.

For winter 2025, up to 6 clerkship positions will be available.

It is common for one or two

clerks to then be offered ongoing casual clerking roles.

What tasks do clerks usually undertake?

Vacation clerks mainly perform research tasks across a broad range of subject matters (trusts, equity, contract, corporations law and listing rules, properly, mining law) applicable to both litigation and transactional work. Clerks will also attend any available court listings and, where possible, will have the opportunity to attend client meetings.

How can a clerk stand out or make a good impression?

Williams + Hughes employs lawyers with a wide range of interests, skills and knowledge of practice areas. Clerks can stand out by using their own initiative to demonstrate their enthusiasm for professional growth. We particularly value attention to detail, quick learning, and eagerness to seek out and learn from feedback.

What are some things students should avoid doing in their clerkship applications?

Students should ensure that they submit a strong, firm-tailored application that is free of spelling and grammatical errors. In particular, we encourage students to write a cover letter which specifically addresses the firm's values and areas of expertise.

Do you offer clerkships to non-penultimate year students?

Penultimate-year students are preferred but final year students

can also apply.

Graduate Job

What does your firm look for in a graduate?

We look for technically astute and commercially savvy graduates who aspire to progress quickly in their careers and become trusted advisors with industry expertise.

Graduate offers are predominately made to clerks, so your best chance at securing a graduate role with Williams + Hughes is by undertaking our clerkship program.

How can students apply for a graduate position at your firm?

The firm accepts email applications attaching cover letter, CV, and academic transcript.

The application process is set out on the firm's website – at <https://www.whlaw.com.au/careers>

How many graduate positions are available in 2026?

At least 2 graduate positions are available, for commencement in 2026.

Does your firm offer any international opportunities for graduates or junior lawyers?

The firm is a member of Meritas, a Tier 1 Chambers & Partners alliance of independent, market-leading firms. There is the possibility of short-term secondment of junior lawyers (not graduates) to member firms of Meritas within Australia.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

We like to see an applicant who is prepared, articulate, and friendly. Of course, we understand the shaky nerves!

How can students best prepare for an interview with your firm?

Think about whether you are committed to a career in commercial private practice, why you might want to work with us, and anything you want to ask us. We are always happy to talk about what we do and why we do it.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

Casual clerking roles are typically offered to people who have completed a vacation clerkship. However, applications for casual clerking roles can be made by anyone in their penultimate or final year of study, by email attaching cover letter, CV, and academic transcript.

How can students find these opportunities and apply?

Specific roles may be advertised through the university but applications can be made at any time, by email to careers@whlaw.com.au. Alternatively, feel free to pick up the phone and express your interest.

INNOVATION + EXPERTISE

**WILLIAMS
+ HUGHES**
COMMERCIAL AND
LITIGATION LAWYERS

+++

EXCELLENCE + INSIGHT

- We deliver outstanding results to our clients by providing innovative and commercially astute legal advice tailored to their strategic objectives.
- With one of Western Australia's larger dedicated litigation and dispute resolution teams, Williams + Hughes enjoys a longstanding reputation as Perth's trusted litigation and dispute resolution experts.
- Our commercial law team has extensive industry experience working on large and varied commercial transactions across Australia.

+++

VARIETY + DEPTH

- We act for all types of clients including multinational groups, publicly listed companies, private businesses and high net worth individuals located across Australia and overseas.
- We offer comprehensive expertise across areas such as corporate legal services, the resources industry, estate and succession planning, commercial litigation, intellectual property law and dispute resolution.
- We regularly operate in all civil and commercial jurisdictions and are particularly active in the Supreme and Federal Courts.

+++

OPPORTUNITY + SUPPORT

- Williams + Hughes offers clerks and graduates dedicated mentorship together with hands-on opportunities to contribute to outstanding client work products.
- We foster a welcoming and truly open-door environment, where every person makes a unique contribution to the team and collaboration between colleagues with different roles and seniority levels is encouraged.
- With direct access to multiple Principals and senior lawyers, you will see and learn from a selection of different work styles and be mentored by a group of people with varied expertise.

WHLAW.COM.AU



WOTTON KEARNEY

Level 49, 108 St Georges Terrace,
Perth WA 6000

Odile Shepherd, People + Culture
Director

Odile.Shepherd@wottonkearney.com

About the Firm

Firm Practice Groups:

- General Liability
- Financial Lines
- Property, Energy & Infrastructure
- Commercial Litigation
- Class Actions
- Government
- Life Sciences
- Workplace & Safety
- Healthcare
- Cyber, Privacy & Technology

What are your firm's core values?

Have each other's back: We work as a team and invest in one another

Focus on the main game: Never being complacent - excellence in the insurance and risk services we provide. We look to develop meaningful and lasting relationships (both internally and externally) and we commit to giving back.

Be real: We're authentic and we value diversity. We call a spade a spade, but we're respectful when doing so

How would you describe your firm's culture?

Our values are the foundation of our culture, they shape how we connect, act and grow. At WK, we work with each other

to enrich our experience and to deliver timely, innovative solutions to our clients. Everyone, irrespective of their position, is expected to respect what everyone else brings to the team. We keep it straight, fair and real.

How does your firm distinguish itself from other law firms?

Wotton Kearney is Asia Pacific's largest insurance and risk legal business.

We're more than just a law firm, we're a community of big thinkers, trail blazers and impactful humans that are committed to making a difference. Together, with our clients, our people and our communities, we're creating a legacy that redefines the world of insurance and risk.

Born from the vision of David Kearney and Phillip Wotton in 2002, our story began modestly in Sydney with two partners, four lawyers and boundless ambition. Today, that pioneering spirit has propelled us to new heights. We've grown into a dynamic force of over 700 professionals, including 85+ partners, spanning 10 offices across Australia, New Zealand, and Singapore.

Wotton Kearney is now the 'go-to' firm for the majority of local, global and London market insurers, as well as brokers and corporates, particularly with the more complex issues facing the market. We are now highly regarded in the areas of complex property, energy and infrastructure claims, general liability (including product liability, property damage and public liability), and financial lines (including D&O, regulatory investigations and professional liability claims).

WK also has specialist teams in the areas of cyber, privacy and technology, government, healthcare, marine and transport, media and defamation, workplace and safety, as well as a dedicated commercial litigation and class actions offering.

What are some notable awards your firm has recently received?

- Wotton Kearney has been recognised for the 13th year running as a Band 1 Insurance law firm in Australia and New Zealand in the *Chambers Asia-Pacific Guide 2025*.
- Wotton Kearney has also received seven practice rankings and 12 individual

lawyer rankings across Australia and New Zealand in the *Legal 500 Asia Pacific 2025* guide.

- Wotton Kearney has been recognised in the inaugural *Best Law Firms – Australia* awards as 2025 “Law Firm of the Year” for insurance law.
- Wotton Kearney was named as a Law Firm of the Year in Australasian Lawyer and NZ Lawyer for 2024.

What significant work has your firm recently undertaken?

- AFL Class Action – Advising insurers class action filed by former and current players and dependents of deceased players seeking damages arising from concussions occurring from 1985 to date.
- United Petroleum – Acting in the successful defence of Martin Hudson, former Chairman of United Petroleum Holdings, in Victoria’s most recent significant D&O litigation to run to judgement in recent years.
- TPT v Myer – Acting in TPT v Myer, the first securities class action to run to judgement in Australia, which was described in the media as ‘the most important class action in Australian history’.
- INPEX Ichthys LNG Claim – Acting in the largest known insurance claim for a large global market

of 20+ insurers that provided the Contract Works project insurance for the construction of the onshore facilities for Inpex’s Ichthys LNG project in Darwin.

What kind of pro bono work does the firm engage in?

At Wotton Kearney, our dedication to pro bono, community contribution, and responsible business practices reflects our commitment to building a fairer, more inclusive and sustainable society. 2024 saw remarkable growth in our pro bono program, with contributions increasing by 83%. Our 2024 Community Footprint Impact Report captures our efforts across Pro Bono, Community and Responsible Business.

Does your firm provide employment opportunities to international students / students on study visas?

Not currently.

Clerkship

During which periods do you offer clerkships?

We don’t offer clerkships. We offer something better; our Paralegal Pathways Program is for students in their final year of law. Pathways offers a far more diverse and meaningful work experience than a clerkship, and a ‘pathway’ to a graduate offer.

How many clerkship positions are available for 2025?

Typically 4 paralegal positions

per year.

What tasks do clerks usually undertake?

A variety of tasks such as research, reviewing and summarising documents, compiling chronologies and lists of documents, drafting emails, letters, reports and court documents, attending court to inspect subpoenaed documents, and attending court hearings to take notes.

How can a clerk stand out or make a good impression?

Actively seek out work and embrace learning opportunities. Show your hunger for knowledge by readily accepting feedback and incorporating it into your tasks. Don’t forget to build connections; get involved in our community and network with colleagues.

What are some things students should avoid doing in their clerkship applications?

Stand out from the crowd. Avoid generic cover letters that could apply to any firm. Do your research on WK and showcase what specifically excites you about our culture and practice areas. Highlight how your skills and goals align with our values. Apply well before the deadline to ensure a complete application. Missing required questions or late submissions can create a negative first impression. If shortlisted, respond promptly and enthusiastically. Your timely communication demonstrates genuine

interest in joining our team.

Does your firm accept clerkship applications from international students / students on study visas?

Not currently.

Do you offer clerkships to non-penultimate year students?

Our Paralegal Pathways Program is open to students in their final year of law studies.

Graduate Job

What does your firm look for in a graduate?

At WK we value graduates who are eager to learn and contribute. We promote individuals who actively seek opportunities to assist their team members and demonstrate a strong work ethic. Ideal candidates are team players, willing to tackle any task with a “no job is too small” mentality. This proactive approach allows you to gain valuable experience across different areas of the firm, ultimately shaping you into a well-rounded lawyer. We look for graduates who are invested in their long-term growth at WK and actively seek ways to expand their skill set for career advancement.

How can students apply for a graduate position at your firm?

Occasionally we will have our graduate positions posted on our website or on Seek, however, most of our

graduate positions are usually offered through our Pathways Program. The Pathways Program is designed for final year students to gain real work experience in a team as a Paralegal. Towards the end of the program (usually 10 months), we'll assess the Pathways Paralegals, and if they've met our career expectation frameworks and align with our firm values, we will look at offering a permanent graduate position.

How many graduate positions are available in 2026?

Typically 4 graduate positions per year.

Does your firm offer any international opportunities for graduates or junior lawyers?

Not at this stage, but we recently opened an office in Singapore where international opportunities may arise in the future.

Interviews

What does your firm like to see in a clerkship or graduate job interview?

We're looking for someone who's done their research and has a good grasp of the type of work we do at WK, even at a general level. This ideal candidate will be genuinely interested in litigation over front-end or advisory roles. They should be articulate and well-reasoned in their responses, taking the time to think and craft strong STAR method answers to situational and behavioral

questions. Finally, they should embody our core values: have each other's back, focus on the main game and be real.

How can students best prepare for an interview with your firm?

To impress at Wotton Kearney, invest time beforehand. Research the firm, particularly the work and partners in the specific office you're interviewing for. Practice answering behavioural questions by preparing a few situations you can adapt and discuss. Additionally, build a basic understanding of insurance and risk law, including key cases and current market trends. Finally, showcase your collaborative spirit – we value teamwork.

Casual/Part Time Employment

Does your firm offer any casual or part-time employment?

All our Paralegal Pathways Program positions are on a casual basis (3 days per week).

How can students find these opportunities and apply?

All our vacancies can be found on our website or on Seek.



“People are incredibly supportive, willing to spend time with you. It genuinely feels like we’re all here to achieve the best – it’s not about winning the legal argument but getting the best result you can.”

Wotton Kearney is Asia Pacific’s largest specialist insurance and risk advisory law firm.

Why Wotton Kearney?



International reach
across 18 countries



13 Years Ranked
#1 (Chambers)



Over 700 professionals,
including 450+ lawyers



10 offices across Australia,
New Zealand & Singapore



Represent 120 of the
World’s Leading Insurers

Ready to take the next step?

If WK sounds like your kind of law firm, then we would love to hear from you!

We welcome applications year-round. To apply, simply send your CV, cover letter, and academic transcript to pathways@wottonkearney.com.

Want to find out more?

Scan below to view our brochure, and explore our Pathways page at wottonkearney.com/join-us.



04

The Courts Directory

When applying for Associateships (or similar), most people think of the Supreme Court of Western Australia (SCWA). Indeed, the SCWA is where the majority of students that go on to do Associateships end up at.

But every Court in the Australian Court system requires Associates. This includes the Magistrates Court, Family Court, District Court, the two divisions of the SCWA, the Federal Court and the High Court.

FAMILY COURT OF WESTERN AUSTRALIA

Harriet Whipp, Legal Associate to Chief Judge

What is the role of the Family Court of Western Australia?

The Family Court of Western Australia resolves family disputes, with the utmost importance being on prioritising the best interests of children. The Court is involved in matters such as divorce, parenting proceedings, property settlements and adoptions. The Court holds jurisdiction under both State and Federal law, depending on whether the parties were married or de-facto.

Why did you apply to be a Judge's/ Magistrate's Associate?

Whilst completing the final years of my studies, I worked at private law firms specialising in family law. It was this experience that highlighted to me the significant amount of advocacy work involved in this area of law. As such, I knew that I wanted to be comfortable with the court environment and gain a further understanding of court processes, to give me the confidence to advocate for my own clients in the future.

I applied to be a Judge's Associate to gain:

I saw the role as a Judge's Associate to be the perfect opportunity to observe how a variety of solicitors and barristers advocate and conduct themselves in court. This was something I considered invaluable as a way to view different styles of advocacy.

In addition, I knew that working alongside a senior member of the judiciary would provide me with the chance to discuss a variety of legal issues and understand the judgment writing process.

Who can apply for a position/are there any requirements?

There are two aspects of my work at the Family Court. Firstly, from a legal perspective, I assist the Chief Judge by preparing file notes for all upcoming matters in court. File notes provide the Judge with an overview of the matter, key issues in dispute, procedural compliance and prompt further matters that Her Honour may wish to raise in court. When a matter is in court, I attend as a Judicial Support Officer, where I assist with the management of courtroom technology, taking notes and supporting the Court Officer, as required, with calling the matter and managing the courtroom.

Following a trial or interim hearing, I am involved in the judgement writing process where I fact check the initial draft judgment or Reasons for Decision prepared by the Chief Judge. I then further assist with the finalisation of Her Honours judgement Reasons for Decision. The second aspect of my work has an administrative focus where I assist the Associate with the management of our Chambers. Furthermore, I conduct

research tasks as required by Her Honour, in addition to assisting with preparation for any upcoming presentation that Her Honour may have.

are addressing their application to and ensure that they adjust their application accordingly.

How and when can students apply for a position?

Students should look for an advertised vacancy and then apply following the direction of the job description.

Who can apply for a position/ are there any requirements?

Each specific job description will itemise any requirements specific to that position. I recall when I applied for my current role, the job description emphasised that the Court was seeking a candidate who had completed their university studies. In addition, there was a preference to applicants who had experience in family law, although this was not a specific requirement.

What does the application process involve?

The application process for my role involved completing my application which included a cover letter, curriculum vitae and academic transcript. Once I moved to the next stage, I was invited to attend an interview. My interview was before a panel of six members of the Court including the Chief Judge and two other Judicial Officers.

Do you have any tips for potential candidates?

If you have an interest in family law, I strongly recommend applying for a position within the court as a Magistrate's or Judge's Associate. I would suggest that anyone applying for such a position should carefully consider who they

FEDERAL COURT OF AUSTRALIA

Henry Cooney, Associate to Justice Jonathan Beach (Melbourne)

What is the role of the Federal Court?

The Federal Court has jurisdiction in relation to almost all civil matters and a range of summary and indictable corporate criminal matters arising under Australian federal law. The Court deals with cases in relation to admiralty, bankruptcy, competition, consumer protection, corporations, defamation, human rights and anti-discrimination, industrial and employment, intellectual property, taxation and native title.

The Court also judicially reviews a wide range of federal Government decisions in areas such as social security and immigration.

The Court also has a very active appellate jurisdiction, hearing appeals from single judges within the Federal Court, the Federal Circuit and Family Court of Australia, and state Supreme Courts when they exercise federal jurisdiction.

What does your work involve?

It varies between chambers. Some Associates work mainly on judgments, particularly if their Judge does a lot of trial work. Other Associates spend more time doing legal research.

All Associates can expect to spend a substantial amount of time in court, and all Associates will do a fair bit of travel around Australia during appeal periods.

I would encourage you to reach out to the current Associate to the Judge that you are interested in working with if you want to know more about the specific setup of that chambers.

How and when can students apply for a position?

It varies. Often times, details about available Associate positions can be found here: <https://www.fedcourt.gov.au/about/judges/current-judges-appointment>

That said, some Judges do not advertise on this page (or anywhere else) and must be directly emailed in cold-call fashion.

Who can apply for a position/are there any requirements?

There are no strict requirements, but most Judges prefer applicants that have spent at least a year working within the profession.

To be competitive you should have good grades, but beyond that there are no general requirements, and each Judge will select candidates according to their own criteria.

What does the application process involve?

The application process is straightforward. You should send a cover letter and your

curriculum vitae to the chambers of the Judge that you want to work for. Chambers emails can be found on the Federal Court website here: <https://www.fedcourt.gov.au/contact/judges-chambers>

The Judge will then assess both documents and decide whether to interview you. After the interview, you should hear back from the Judge's chambers fairly soon (usually within a week or two).

Do you have any tips for potential candidates?

When it comes to cover letters, simple is always better.

At one point in my career I regularly made the mistake of writing colourful, eccentric cover letters, aimed at impressing upon the prospective employer my individuality. Don't do this. The cover letter should set out, in concise, boring terms, some of your achievements, and it should tell the Judge that you would be willing to work hard for their benefit. Your personality can come through in the interview.

As mentioned earlier, I also recommend applying to the Federal Court after a year or more in practice.

WA SUPREME COURT OF APPEAL

Associates to President Buss, Justice Mitchell, Justice Mazza, Justice Vaughan and Justice Hall

What is the role of the WA Supreme Court of Appeal?

The role of the Court of Appeal is to hear the civil and criminal appeals from the General Division of the Supreme Court, the District Court, and the State Administrative Tribunal. It is the final court of appeal in Western Australia. An appeal hearing is generally much shorter than a trial and involves significant focus on the complex legal issues in dispute.

Why did you apply to be a Judge's Associate?

I applied to be a Judge's associate because I was interested in observing and learning how Judges reason and formulate responses to complex legal questions. As law students, we are often expected to accept the ratios of judgments without critically analysing the process of reasoning that it takes to arrive at a conclusion. I saw an associateship as an opportunity to be a part of a process that is otherwise inaccessible to a law student and involves being a part of administrative court processes, an observer of refined advocacy skills and judicial reasoning. It is a privilege to work closely with a judge who has a wealth of experience and is generous with their time to work with you. I perceived an associateship as a rare opportunity for someone starting out their legal career to work closely with someone who is at the height of theirs.

What does your work involve?

Most day-to-day work at the Court of Appeal involves preparing matters for hearings and proof-reading judgments. To prepare matters for hearings, your judge may ask you to conduct reresearch and draft memos. You will also need to prepare an electronic and/or hard copy file for your judge. After a hearing, one of the biggest and most important roles of an associate at the Court of Appeal is proof-reading judgment. Proofing is a task which requires you to go through the judgment incredibly thoroughly, checking all the law and facts in the judgment as well as picking up typos, grammatical errors and suggesting stylistic changes. Ultimately, your biggest job as an associate is to anticipate your judge's needs. This requires you to be proactive and forward thinking.

How and when can students apply for a position?

Most associateships commence in January. These positions will usually be advertised between April – May of the preceding year. However, it is not uncommon for positions to also arise on an ad hoc basis throughout the year. All associateships are advertised on the Supreme Court's website (Careers at Supreme Court) and on other platforms, such as the social media accounts for Blackstone

Career and The Piddington Society. Applications are usually submitted via email to the respective judge's current associate.

Who can apply for a position/are there any requirements?

Generally, most associates are first-year out law-graduates, however the position is open for anyone to apply, and many associates will complete their final year/s of university while working at the Court. There are also some practitioners who take a break from practicing to work as associates.

Although there aren't any strict requirements (other than a completed or nearly completed law degree), students with Honours or equivalent research achievements are strongly encouraged to apply. The requirements for positions also vary between judges, with some judges favouring varied life experience in areas other than law over just high academic achievement, and others focussing more on grades and university performance. It is worth casting the net wide and applying for many different judges to see who you are the best fit for, and who is the best fit for you.

What does the application process involve?

The application process for an associateship can vary between judges, but largely involves a written component and an interview. Keep an eye out for the individual judge's profile on the Supreme Court (WA) website to know when an associateship position is advertised. You will generally be required to write a cover letter, addressed to the current associate of the judge, about why you would like to apply. You will also need to attach your CV, and your

current academic transcript.

Once the applications are reviewed, you may be invited to an interview with the judge. The interview process may vary from judge to judge, but just be yourself and come prepared to talk about the things you have mentioned in your application.

If successful, you will receive a phone call letting you know from the current associate.

Do you have any tips for potential candidates?

Do some research on the individual judge you're applying for. While judges are aware that candidates apply for many different positions, they still want to know that you are interested in working for them specifically. Look at what area of law they used to practice in, read some of their recent judgements and for the love of all things good get their name right on the application. There is no quicker way to show you don't have attention to detail than getting the name of the judge wrong on your cover letter or email (this happens more than you think!). Additionally, think about what you want to get out of the experience. Judges want to know that you're going to make the most of your time with them and are not just there for the CV filler (though it is a good thing to have on the CV). The job does include a lot of administrative work and proofing, so you need to be proactive about engaging with the materials day to day to really get the most out of the role.

05

Government Directory

In this section, we have compiled a directory of various government departments that students should consider applying to if they are interested in working in the public sector.

One of the benefits of working for the government is the unique nature of the work that each of the various departments offer.

Some professionals choose to work for government departments because of the relatively more structured working hours, and scope of work that commercial firms do not offer.

CORRUPTION & CRIME COMMISSION (CCC)

Level 5, 45 Francis Street, Northbridge WA 6003

What is the main focus of the organisation?

The Corruption and Crime Commission (the Commission) is Western Australia's leading anti-corruption body. The Commission works to improve the integrity of the Western Australian public sector and helps public sector agencies to minimise and manage serious misconduct and assists WA Police to reduce the incidence of organised crime. The Commission also takes action in relation to persons who have unexplained wealth.

What kind of work do employees at the organisation do?

The Commission offers many rewarding experiences, including the opportunity to appear as Counsel Assisting the Commission in private and public compulsory examinations, to represent the Commission in court, to be intimately involved with skilled investigators on highly sensitive, topical investigations, to work with the Commission's coercive and investigative powers and to draft reports for Parliament.

What is an interesting piece of work that the organisation

has recently engaged in?

Our work is exciting, interesting, challenging and diverse. You can read the Commission's reports on our website www.ccc.wa.gov.au/investigations/reports and stay up-to-date by following us on Twitter and LinkedIn.

How does the organisation seek its employees?

If you would like to work with us, register an account with www.jobs.wa.gov.au and set up your profile to stay up-to-date with current vacancies at the Commission.

What qualities does the organisation look for in future graduates/ employees?

Commission employees have a wide range of qualifications, experience and skills. We value the ability to relate with others, accountability, leadership and teamwork. Our staff work with sensitive information and are expected to maintain the strictest confidentiality.

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

None are available for students, but vacant positions are advertised at www.jobs.wa.gov.au

Does the organisation offer any opportunities for graduates, and how can individuals apply?

To work as a lawyer in our Legal Services Directorate, applicants must have been admitted to the Supreme Court of Western Australia. The Commission also has other roles that attract law graduates that do not require you to be admitted. We encourage all law graduates to apply for any opportunity with the Commission that interests them.

hr@ccc.wa.gov.au
www.ccc.wa.gov.au

COMMONWEALTH DIRECTOR OF PUBLIC PROSECUTIONS

Perth Office: Level 1, 226 Adelaide Terrace, Perth WA 6000

What is the main focus of the organisation?

To contribute to a fair, safe and just society by delivering an effective, independent prosecution service in accordance with the Prosecution Policy of the Commonwealth.

What kind of work do employees at the organisation do?

- Assessing routine and complex briefs from investigative agencies.
- Drafting charges, and other court documentation on routine and more complex matters.
- Appearing in court in complex matters as required.
- Building relationships and liaising with internal and external stakeholders including investigative agencies, counsel and other parties, establishing key contacts and communication networks.
- Responding to enquiries from internal and external stakeholders, by telephone, in writing or face to face.
- Analysing evidence and conducting legal research to provide charging and plea negotiation recommendations and other legal advice.
- Assisting as part of a team in the conduct of more complex matters

including the preparation of court documents, evidence summaries and chronologies, the review, analysis and tagging of digital evidence, instructing in court, preparation of briefs to external counsel and participation in witness conferences and maintaining associated file notes and records.

- Utilising systems, computer-based applications and other tools for legal and practice management including research, matters and file management, reporting and resource monitoring.

What is an interesting piece of work that the organisation has recently engaged in?

There are examples of recent cases the CDPP has prosecuted on the CDPP website (www.cdpp.gov.au)

How does the organisation seek its employees?

If you would like to work The CDPP utilises a range of sourcing options and tailors its recruitment strategies to the specific business needs to attract a diverse and qualified pool of candidates during the hiring process. This includes a number of merit based national recruitment exercises each year, including the entry Federal

Prosecutor level. National recruitment exercises are advertised on the CDPP website and APS Jobs.

In addition, CDPP operates a Legal Register of Interest for candidates seeking a career with CDPP. This is used to fill vacancies in between recruitment rounds based on operational requirements.

What qualities does the organisation look for in future graduates/ employees?

CDPP is committed to recruiting and retaining lawyers of the highest calibre. The CDPP seeks enthusiastic, energetic and forward-thinking lawyers who may, or do have, experience or knowledge of and aptitude for, criminal law.

Candidates should be keen to develop their skills and experience through undertaking the rewarding, challenging, diverse and stimulating work of the CDPP. Ideally, candidates will have a strong academic record, enjoy collaborating as a member of a team, and be willing to embrace new ways of working in a digitally enabled workplace. It will also be advantageous if you have had exposure to prosecutions or criminal law, have worked in a commercial litigation practice, or have been

judge's associate.

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

The CDPP is actively involved in providing on the job experience to students as part of their Practical Legal Training Program. This is conducted across our 10 office locations across Australia and the University Program Coordinator.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

You can visit the CDPP Careers Page to view job opportunities with our agency. It provides the option to place a formal application to be considered for an advertised role. In addition, there is an option for you to set up a Job Alert on our Career page to keep you informed of any future opportunities.

Graduates are encouraged to apply for nationally advertised entry level Federal Prosecutor roles. To apply for a Federal Prosecutor role, you must be admitted as a legal practitioner, barrister or solicitor of a Supreme Court of an Australian state or territory by no later than the date of your commencement with the CDPP. You also need to be an Australian citizen and have the ability to obtain and maintain a Baseline security clearance. Another

option is registering yourself in employment with CDPP on the Legal Register of Interest.

A/g Assistant Director:
Candice Haines
www.cdpp.gov.au
Perth@cdpp.gov.au
recruitment@cdpp.gov.au

COMMONWEALTH OMBUDSMAN

www.ombudsman.gov.au
Human.resources@ombudsman.au

Canberra ACT 2600, Offices in Brisbane, Perth, Sydney, Melbourne, and Adelaide

What is the main focus of the organisation?

The purpose of the Commonwealth Ombudsman (the Office) is to:

- Provide assurance that the Australian Government entities and prescribed private sector organisations the Commonwealth Ombudsman oversees, act with integrity and treat people fairly.
- Influence enduring systemic improvement in public administration in Australia and the region.

The Commonwealth Ombudsman delivers on its purpose through complaint handling, conducting investigations, audits, inspections and education activities, encouraging good public administration practices and undertaking specialist oversight tasks. The Office also influences improvement in public administration in Indonesia and the Pacific region through collaboration with integrity partners.

In fulfilling its purpose, the Office strives to maintain the confidence of 3 main groups:

- Members of the public who contact us to complain, report or otherwise seek help.

- Government agencies and private sector organisations we oversee.
- Parliament (and, as we are both the Commonwealth Ombudsman and the ACT Ombudsman, this means both the Australian Parliament and the Australian Capital Territory Legislative Assembly).

Functions

- Oversight of all Australian Government entities (except the Australian Taxation Office and intelligence agencies)
- Oversight of private health insurers, postal industry and some education providers.
- Oversight of law enforcement agencies' use of covert and intrusive powers.
- Managing the Commonwealth Public Interest Disclosure Scheme (whistleblowing).
- Investigate complaints about the Australian Defence Force.
- Investigate complaints about migration and border protection function of the Department and the Australian Border Force.

What kind of work do employees at the organisation do?

The Office provides a professional and impartial complaint-handling

and investigation service to the Australian community. Working with us will provide you with the opportunity to make a difference and impact how people experience and interact with government services.

You will also be part of an organisation that:

- Continuously strives to improve the quality of service provided to clients.
- Endeavours to create an encouraging and rewarding working environment.
- Recognises the importance of a healthy work life balance.

We employ people from a variety of professional backgrounds that enables our workforce to be innovative and successful.

We support the professional development of all employees, providing them with skills to progress their career to the next level.

Duties are to be performed under broad direction from a Director or Manager, and in accordance with the APS Code of Conduct, upholding the APS Values and upholding the office values of independence, impartiality, integrity, accessibility and professionalism.

What is an interesting piece of work that the organisation has recently engaged in?

There are several reports published on our website throughout the year such as;

- Oversight-of-Covert-Electronic-Surveillance:
A report on how law enforcement and integrity agencies are complying with safeguards when using covert electronic surveillance powers.
- Without-Judgement: A report on Services Australia's Child Support Program, following a complaint received by a member of the public.
- State of the Health Funds Report: The State of the Health Funds Report is an annual report detailing comparative information on health funds' service performance and financial management.

Our Annual report also provides examples of the type of complaints we receive and the actions we've taken to help resolve the complaint.

How does the organisation seek its employees?

We post ongoing and temporary vacancies via job postings on APSJOBS and our website careers section. We also have a temporary/non-ongoing employment register(s), for candidates to register their expression of interest for short term positions when they become available.

What qualities does the organisation look for in future graduates/ employees?

The Office is a professional organisation of information seekers, analysers and continuous improvers. The Office is looking for team players with strong client engagement, communication and analytical skills.

We are looking for people who have a strong sense of curiosity, the courage to challenge ideas and energetic enthusiasm.

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

Yes, the Office offers opportunities to students who are still studying.

We post ongoing and temporary vacancies via job postings on APSJOBS and our website careers section which includes temporary/non-ongoing employment register(s) for candidates to register their expression of interest for short term positions when they become available.

The APSJOBS portal also has detailed information on career pathways for working in the public service, with the Australian Government being one of Australia's biggest employers.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

Yes, the Office offers

opportunities to graduates who have recently finished their studies.

We post ongoing and temporary vacancies via job postings on APSJOBS and our website careers section which includes Temporary/non-ongoing employment register(s) for candidates to register their expression of interest for short term positions when they become available.

The Office participates in various Graduate programs run by the Australian Government. Please visit the APSJOBS - Graduate portal for further information.

LEGAL AID WA

32 St Georges Terrace, Perth WA 6000

HR Contact: Clair Halliday
www.legalaid.wa.gov.au
positions@legalaid.wa.gov.au

What is the main focus of the organisation?

Legal Aid WA has one purpose: to see that the law protects all Western Australians regardless of poverty or disadvantage.

An independent statutory body set up under the Legal Aid Commission Act 1976 (WA), Legal Aid WA's mission is to provide quality, timely and holistic help to those who need our legal assistance.

Our services stretch across the entire state, with our network of regional offices, Virtual Offices, outreach locations, phone and web services ensuring that legal advice and assistance is accessible to all.

What kind of work do employees at the organisation do?

Graduate lawyers provide a range of services in the areas of family, criminal and civil law including duty lawyer services, legal advice and minor assistance, court representation, alternative dispute resolution, community legal education and community outreach.

Working for Legal Aid WA means making a real difference to the lives people in our community experiencing disadvantage.

What is an interesting piece of work that the organisation has recently engaged in?

When Disability Legal WA (DLWA) was launched, it took Legal Aid WA one step further in our vision to provide equitable access to justice for all Western Australians.

DLWA is targeted directly at the needs of clients with disabilities, providing a single point of entry for any client with a disability who wants to access Legal Aid WA services. With centralised triaging, case management and information sharing across relevant programs, DLWA provides a holistic and streamlined approach to service delivery for clients.

As well as creating an umbrella under which to house some of our existing services, developing DLWA has helped us identify gaps and create new programs that will assist in ensuring a wrap-around service for people with disabilities.

Last year 33% of Legal Aid WA's clients disclosed that they had a disability, and we know that the better we are at providing services to our clients with disability, the better we will be at assisting all our clients; our First Nations clients, our remote and regional clients, our CaLD clients, clients in prisons, and our clients in out of home care.

How does the organisation seek its employees?

Recruitment for positions at Legal Aid WA is via the WA Government Jobs Board website. Our selection processes are designed to reflect and uphold the Public Sector Standards.

The careers page on our website also lists a range of opportunities and pathways into a career at Legal Aid WA.

Vacancies are often promoted on our social media platforms LinkedIn, Facebook and Instagram.

What qualities does the organisation look for in future graduates/ employees?

- A strong and genuine desire to serve the community, especially those who experiencing social and economic disadvantage, and a demonstrated commitment to social justice.
- Experience with our client group which includes children, Aboriginal and Torres Strait Islander people, people from non-English speaking backgrounds, people with disabilities and people with mental illnesses or impairments.
- An ability to show empathy and sensitivity.
- A commitment to the type of work we do. This includes

studying units at university that reflect your interest in legal aid work, such as family law, criminal justice or dispute resolution.

- Excellent written and oral communication skills.
- Legal Aid WA is committed to increasing the diversity of our workforce to better meet the differing needs of our clients and to improve equal opportunity for our employees.

We encourage applications from Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse backgrounds, young people, women and people with disability.

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

Yes, the Office offers Legal Aid WA has a wide range of employment opportunities for law students who are keen to balance relevant work experiences while studying, and for law students on the cusp of graduation. We offer voluntary internships for final year law students through our Voluntary Intern Placement (VIP) Program. Recruitment for the program occurs annually in accordance with the university recommended recruitment dates and is via the WA Government Jobs Board website. Legal Aid WA also offers some placements to students through various university internship programs.

These opportunities are by agreement between the university and Legal Aid WA.

Students may be interested in applying for paid employment on Legal Aid WA's Infoline. Infoline Information Officers work 4-hour shifts and are rostered on for a minimum of two shifts each week, providing students the opportunity to get real-life experience while completing their studies. Employment information and an online application form for Infoline can be found on the Legal Aid WA website: Infoline Information Officers. Paralegal and administrative roles also come up from time to time, which may be of interest to law students. Recruitment for all positions at Legal Aid WA is via the WA Government Jobs Board website. Opportunities are often promoted on our social media platforms LinkedIn, Facebook and Instagram.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

Legal Aid WA offers a Regional Graduate Program, providing junior practitioners with an opportunity to fast-track their careers, while receiving comprehensive training and support to interact directly with clients and engage in advocacy and litigation across a range of areas. Graduates spend around six months in our Perth office undergoing intensive training, primarily in criminal law. After taking up placements in our regional offices, graduates have

ongoing training in family and civil law, returning to Perth for periodical professional development opportunities.

Legal Aid WA also has opportunities for law graduates to undertake their practical work experience hours with us, as part of their enrolment in an approved practical legal training course. Work experience is on a voluntary basis and is not paid. These opportunities are advertised annually or bi-annually. Other opportunities for admitted lawyers to join Legal Aid WA in entry level positions arise from time-to-time.

Recruitment for all opportunities is via the WA Government Jobs Board website. You can sign up here for alerts to be emailed to you when opportunities are advertised. Visit www.legalaid.wa.gov.au/about-us/careers for more information about our volunteer and employment opportunities, and to find out what it's like working for Legal Aid WA.

OMBUDSMAN

WESTERN AUSTRALIA

Level 2, Albert Facey House
469 Wellington Street, Perth, WA, 6000

Theresa Gartlan
hrrecruitment@ombudsman.
wa.gov.au
www.ombudsman.wa.gov.au

What is the main focus of the organisation?

The office of the Ombudsman provides access to justice, advances human rights for vulnerable and disadvantaged populations and promotes the rule of law. The Ombudsman is an independent and impartial officer of the Parliament who reports to the Parliament rather than the government of the day. The office of the Ombudsman utilises all aspects of public law in undertaking their work.

What kind of work do employees at the organisation do?

The office of the Ombudsman has six principal functions, which are:

- Providing access to justice to Western Australians regarding the administration of government;
- Making recommendations about ways to prevent or reduce child deaths and family and domestic violence fatalities through the undertaking of reviews;
- Undertaking major investigations with the powers of a standing Royal Commission;

- Undertaking a range of inspection and monitoring functions of particular powers given to agencies of the State;
- Providing independent oversight of how organisations that exercise care, supervision or authority over children handle allegations of, and convictions for, child abuse by their staff; and
- As the Western Australian Charitable Trusts Commission, undertaking investigations into charitable trusts to ensure that they are operating lawfully, and to engage with the intended beneficiaries of these charitable trusts to ensure that their interests are being met.

What is an interesting piece of work that the organisation has recently engaged in?

On 24 December 2021, the Criminal Law (Unlawful Consorting and Prohibited Insignia) Act 2021 (the Act) was promulgated. The Act is intended to target serious and organised crime by disrupting and restricting communication and networking between

offenders; criminalising the display of insignia of identified criminal organisations; and disrupting the ability of members of identified organisations to gather in public places.

Parliament has given the Ombudsman an important function to keep the exercise of powers conferred under the Act under scrutiny and to prepare reports on its monitoring activities. In 2024, two reports on the Ombudsman's monitoring activities were tabled in Parliament.

These reports included analyses of relevant records and further information and data provided to the office of the Ombudsman regarding individuals subject to the powers conferred on WA Police Force by the Act.

Our Annual Report provides examples of the types of complaints we receive and the other work we do.

How does the organisation seek its employees?

The Office advertises positions in the Western Australian Government Jobs

Board (jobs.wa.gov.au).

What qualities does the organisation look for in future graduates/ employees?

Most positions at the office of the Ombudsman require excellent conceptual and analytical skills, a high level of written communication skills, strong interpersonal skills and an understanding of the principles of independence, reasonableness and procedural fairness.

People from diverse backgrounds are encouraged to apply for vacancies at the office of the Ombudsman.

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

The office of the Ombudsman provides law students an opportunity to apply for the office's Clerkship program during the university vacation.

Each year, the clerkship is advertised on the Western Australian Government Jobs Board (jobs.wa.gov.au) and the office also informs universities when the program is advertised.

Contact the person in the job advertisement to obtain an understanding of the advertised role and information about the job, and provide a comprehensive curriculum vitae that details your qualifications and your duties and achievements in

your current and previous work. The CV needs to show that you have the skills, knowledge and capacity to do the work of the advertised position.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

The Office advertises positions in the Western Australian Government Jobs Board (jobs.wa.gov.au).

STATE SOLICITOR'S OFFICE

David Malcolm Justice Centre, 28 Barrack
Street, Perth

Brianna Marszal
sohr@sso.wa.gov.au
[https://www.wa.gov.au/
organisation/departments/
state-solicitors-office](https://www.wa.gov.au/organisation/departments/state-solicitors-office)

What is the main focus of the organisation?

The State Solicitor's Office (SSO/ the Office) is the Western Australian Government's principal legal adviser. The Office enables government action, manages the State's legal risk, and supports the Attorney General, who is the State's First Law Officer, with authoritative advice on legal issues. The work of the State Solicitor's Office delivers demonstrably better government decisions, strengthens the rule of law, and leads to greater community trust in the public sector.

The Office is a centre of legal excellence committed to the highest standards of service, integrity, and professionalism.

Legal Sections include Civil Litigation; Public & General Litigation; State Counsel; Advice, Policy & Public Law; Native Title & State Lands and Commercial. Legal Services provided by the Office include the provision of legal advice; the preparation of legal documents; the conduct of litigation; and representation as counsel in courts and tribunals.

What kind of work do employees at the organisation do?

A SSO Graduate will rotate through each of the six legal sections. Work will include appearing in court on a range of interlocutory and other matters, contract drafting and assisting in preparing advice and client correspondence, as well as having the opportunity to observe other more senior practitioners in court.

As a restricted practitioner you will conduct your own prosecutions in the Magistrates Court, manage your own advice files and assist on large litigation matters as part of a team. There is substantial in-house training for junior Lawyers (including mock court sessions before you head to court on your own) and continuing professional development opportunities throughout your career. The Office also supports Law Society membership for all staff to support ongoing learning. Upon the completion of your restricted practice years, you will transition into one of our legal sections. Those with a passion for a particular area of law can develop expertise in that area but the opportunity remains to maintain a wide variety of work over the course of your career.

Employees have access to a range of interesting and challenging secondment and placement opportunities at different stages of their career.

What is an interesting piece of work that the organisation has recently engaged in?

The Office deals with a very wide variety of interesting matters that impact the State. Some examples of recent matters include:

- Advising Government in relation to the introduction of a framework to protect the privacy of personal information handled by public entities through the introduction and passing of the Privacy and Responsible Information Sharing Bill 2024.
- The SSO's Commercial team played a key role in assisting various partner agencies to realise the government's vision of an integrated public transport network in METRONET, including negotiating and preparing key contracts
- In 2023, the Western Australian Government agreed to a settlement of up to \$180 million in the Stolen Wages Class Action, compensating

Aboriginal and Torres Strait Islander workers who were denied fair wages between 1936 and 1972. The SSO played a pivotal role in supporting the government through the settlement negotiations and ensuring the legal process was conducted fairly.

- In 2020, the SSO, in conjunction with the Solicitor-General, successfully defended the State Government's border closure measures during the COVID-19 pandemic in a High Court challenge brought by businessman Clive Palmer.
- The SSO acted for the State in the Federal Court in respect of a native title compensation test case involving the Yindjibarndi native title holders and FMG, where large claims for native title compensation were made against the State.

How does the organisation seek its employees?

Each year, our Vacation Clerkships and Graduate positions are advertised on the Western Australian Government jobs board (jobs.wa.gov.au) and on our LinkedIn Page so be sure to follow us. The Office also informs all Western Australian universities when the programs are advertised.

What qualities does the organisation look for in future graduates/ employees?

While the Office looks for graduates with excellent results in their law degrees, we also want to employ people who have a commitment to public service and genuine interest in public law.

Graduates should be able to work well with others, and at the same time work independently when required. We want to employ those who are committed not only to legal excellence but also to contributing to the positive and supportive culture that all State Solicitor's Office employees are privileged to be a part of.

Does the organisation offer any opportunities to students who are still studying, and how can individuals apply?

The Office offers a number of paid vacation clerkships for students in their penultimate or final year of study. Our structured programme ensures that all our vacation clerks are able to experience as broad a range of the work of the Office as possible, whilst being supported and mentored by both junior and senior lawyers in the Office.

In addition, the Office employs Professional (legal research) Assistants. These positions are for final year law students who can work on a full-time basis for two years and study part-time. Professional assistants undertake an interesting and diverse range of legal tasks, from

drafting research memoranda on discrete legal issues to assisting with litigation related tasks such as the preparation of submissions. These positions are a unique opportunity for very capable law students to work closely with very senior members of the Office, including the State Solicitor, State Counsel and Deputy State Solicitors.

Does the organisation offer any opportunities for graduates, and how can individuals apply?

The Office Law Graduate Program is designed to provide an excellent foundation for a career in law with the State Solicitor's Office. Law Graduates will gain practical experience in the full range of practice areas within the State Solicitor's Office, by rotating through each of the Office's sections in their graduate year.

The Office will accept applications for employment as a Law Graduate from:

- Law graduates who have not completed the coursework component of an approved practical legal training course.
- Law graduates who have completed the coursework component of an approved practical legal training course (such as that provided by the College of Law) but have not been admitted to practice law.

- Law graduates who have completed the requirements of an approved practical legal training course (such as that provided by the College of Law) and have already been admitted to practice law but have not commenced practice as a lawyer.

Each year, our Graduate positions are advertised on the Western Australian Government jobs board (jobs.wa.gov.au) and promoted through our LinkedIn page. The Office also informs all Western Australian universities when the programs are advertised.

06

Community Legal Centres Directory

We have compiled profiles of the major Community Legal Centres in Perth. Volunteer positions are a great way for students to get involved and give back to the community whilst developing the skills you will need for a career in law. Volunteer positions at CLCs can provide you with an opportunity to aid the socially and economically disadvantaged, whilst getting you exposure to various areas of law.

CLC volunteers undertake a wide range of work, such as identifying legal problems, writing memorandums of advice, conducting legal research and other administrative duties. Some positions may give you the opportunity to communicate directly with clients. Students often find that CLC experience is highly translatable to different areas of law, and accordingly, volunteering at CLCs is an excellent way to build experience in preparation for clerkship and graduate job applications.

CONSUMER CREDIT LEGAL SERVICE (WA)

What is the focus of your CLC?

Financial and Consumer Law

Complaints Authority, a specialised ombudsman scheme.

set out on our website.

We want volunteers who have attributes consistent with our values, a desire to help the most vulnerable among us, the ability to multi-task, strong written and verbal communication skills, and strong legal research skills.

VOLUNTEERING

Which areas of law will clerks be exposed to?

We assist with issues that come under the National Credit Code and the Australian Consumer Law.

What kind of tasks do student volunteers undertake?

Our volunteers play a vital role in the work we do for our clients.

Volunteers primarily operate the telephone advice line. They take instructions, draft advice and deliver advice; under the close supervision and support of the supervising solicitor.

What are the skills/benefits of taking a position at your CLC?

- Direct client contact through providing front line legal services.
- Developing confidence in applying legal skills.
- Supervision, guidance and ongoing training by experienced solicitors, in a wonderful team environment.

Do you have opportunities for courtroom work/advocacy?

We do not do court work. Instead, we run relevant cases through the Australian Financial

Do you offer any opportunities to do PLT?

Yes these will be reviewed on application.

APPLICATION PROCESS

How can students apply?

By completing an online form on our website - <https://cclswa.org.au/volunteer-with-us/>

What does your recruitment/interview process consist of?

Following the initial application, the applicant's responses, CV and academic transcript will be reviewed.

If an applicant is offered an interview, as part of the interview process they must complete a case study research task and questionnaire (which will be provided to them the day before) and present on the case study in an online interview.

Roughly how many positions are available in 2024?

We offer a high number of opportunities depending on CCLS capacity. We can have up to 5 volunteers at any one time.

What attributes do you look for in an applicant?

Our vision, mission and values are

What advice do you have for students looking to apply?

This is a great opportunity to directly interact with clients and learn key legal skills, including the drafting of clear and concise legal advice. You will learn how to talk to clients, what questions to ask clients, and improve your client interview skills. Volunteering at CCLS is a great way to build the skills necessary for the legal workplace. During your time at CCLS you will learn where to look for the answers and how to best research issues. Knowing where to look (and what to look for) is just as important as knowing the answer.

Any additional information you would like to include?

Volunteers must commit to a minimum of one day per week for a period of at least 6 months.

Level 1/445 Hay Street, Perth,
WA 6000

HR Contact: HR@cclswa.org.au
<https://cclswa.org.au/>

FREMANTLE COMMUNITY LEGAL CENTRE

What is the focus of your CLC?

Vulnerable and disadvantaged clients.

VOLUNTEERING

Which areas of law will clerks be exposed to?

- Family Law
- Protection and Care
- Tenancy issues
- Welfare rights
- Criminal injuries Compensation
- Minor criminal and civil matters

What kind of tasks do student volunteers undertake?

Shadow lawyers to courts and in interviews, take notes in interviews and draft file notes, draft letters, documents, research, admin tasks, liaise with clients and stakeholders and we also have an evening legal clinic that students get to assist in.

What are the skills/benefits of taking a position at your CLC?

Learn many legal skills, have an opportunity to see law in practice up close in complicated matters, develop interviewing, drafting and research skills.

Do you provide opportunities for courtroom work/advocacy?

Yes volunteers shadow lawyers to court. We have a daily duty lawyer service which means we are in court almost everyday.

Do you offer any opportunities to do PLT?

Yes.

APPLICATION PROCESS

How can students apply?

Contact our service, send a cover letter and resume

What does your recruitment/interview process consist of?

An informal intake day where applicants meet with staff and get to ask questions about the service.

Roughly how many positions are available in 2024?

Between 5 and 10 depending on whether the current students elect to stay on for the next semester.

What attributes do you look for in an applicant?

Just enthusiasm and a willingness to learn

What advice do you have for students looking to apply?

To have a good attitude, the work is rewarding.

Judy McLean

fclc@fremantle.wa.gov.au

Level 1, Suite 31, 35 William Street, Fremantle WA 6160

<https://www.fremantle.wa.gov.au/fclc>

NORTHERN SUBURBS COMMUNITY LEGAL CENTRE

What is the focus of your CLC?

Generalist practice, family law (parenting), civil law, criminal law, restraining orders, older persons rights service, family and domestic violence including crisis, residential tenancy.

VOLUNTEERING

Which areas of law will clerks be exposed to?

Depends on the program into which the student is placed. Most likely areas of exposure are generalist law (civil, criminal, family) and older persons rights (elder abuse, powers of attorney/guardianship, restraining orders etc)

What kind of tasks do student volunteers undertake?

Taking instructions from clients, drafting advices, shadowing solicitors, research, and sometimes (but less often) attending Court and/or tribunals as needed.

What are the skills/benefits of taking a position at your CLC?

Get thrown in the deep end very early i.e. speaking with clients directly – generally on 2nd or 3rd day, hands-on supervision, management of difficult and vulnerable clients.

Do you provide opportunities for courtroom work/advocacy?

Not to students directly, but students can accompany lawyers to Court and tribunals.

Do you offer any opportunities to do PLT?

Yes. We intermittently get PLT students and are willing to take one or two at a time depending on lawyer availability.

APPLICATION PROCESS

How can students apply?

Email to info@nsclegal.org.au

What does your recruitment/interview process consist of?

Send in a copy of your cover letter, CV and academic transcript. We then assess each against our selection criteria + office space and availability of lawyers.

Roughly how many positions are available in 2024?

2-4

What attributes do you look for in an applicant?

Genuine care for disadvantaged clients, including clients with a difficult history of mental illness, drug misuse, trauma, prior struggles with police etc. Passion. Energy.

Willingness to step out of comfort zone. Solid results especially for postgrads.

What advice do you have for students looking to apply?

There's no harm in asking. Must have a heart for the disadvantaged, that is the overwhelming majority of our demographic. Be prepared for confronting conversations with clients, because you'll be getting them shortly after acceptance.

Any additional information you would like to include?

Our capacity for volunteer placements will vary according to resources, office space etc. As a CLC, our resources are limited which can restrict the availability of staff for supervision of volunteer placements. Even so, we particularly encourage final year and postgrad students to apply – it is not uncommon for specific projects or client matters to unexpectedly require additional legal assistance. There is no specific criteria that will ensure acceptance, because our availability varies with caseloads, supervision resources and available seats in the office.

To apply, please email info@nsclegal.org.au including your resume and academic transcript for consideration. Be sure to include details about the proposed logistics of any potential placement, e.g. how many days per week and on which days, when any proposed placement would start and finish, intended office location (our largest offices are in Mirrabooka and Joondalup) and any other details you consider relevant for a volunteer placement.

Nicholas Snare

info@nsclegal.org.au

10 Cobbler Place, Mirrabooka

<https://www.nsclegal.org.au/>

RUAH LEGAL SERVICES AND MENTAL HEALTH LAW CENTRE

What is the focus of your CLC?

Ruah Legal Services provides end-to-end representation services to vulnerable West Australians experiencing mental illness, family and domestic violence, homelessness, and other challenges

VOLUNTEERING

Which areas of law will clerks be exposed to?

We primarily practice in criminal, guardianship and administration, mental health, care and protection, family and domestic violence, and sexual assault law.

What kind of tasks do student volunteers undertake?

Volunteers will primarily be required to answer incoming calls on our Telephone Advice line. This is then mixed with other tasks they be assigned to complete throughout the day. Duties from the volunteer JDF are as follows:

- Answer incoming calls on the Telephone Advice Line in a professional manner; Field enquiries, taking down basic information and assessing whether or not various legal matters are within Ruah Legal Services (RLS) or Mental Health Law Centre (MHLC) scope;
- Find appropriate referrals for legal matters outside of RLS/MHLC scope;
- Facilitate the intake process

for potential clients, conducting interviews over the phone to obtain required details concerning the client and his/her legal matter;

- Draft legal advice, initial letters and court documents;
- Perform administrative and data entry duties;
- Contribute to a supportive working environment; and,
- Ensure that RLS, its mission, programmes and services are consistently presented in a strong, positive image to the community legal sector, the wider legal profession and the community at large.

What are the skills/benefits of taking a position at your CLC?

Volunteering with RLS/MHLC is a fantastic way to get your foot in the door and determine what aspects of law are for you. Volunteers will have lots of agency to work independently doing client interviews over the phone and taking instructions – a skill that is essential for every lawyer. They will also have exposure to court documents, drafting client documents, and other essential basic skills that will give them a head start over their peers in PLT/grad roles.

Do you provide opportunities for courtroom work/advocacy?

Every two weeks, volunteers will have half a day 'off' where they are not required to be on the phone lines. During this shift, volunteers will be allowed

to use this time to further their learning in the practice area of their choice. They may choose to go to court with or without shadowing one of our lawyers to observe, attend a tribunal with a lawyer, shadow a paralegal, do higher-level research or drafting tasks, or do some other work as they see fit.

Do you offer any opportunity for graduates looking to do their Practical Legal Training?

On occasion. We are currently running something called an Empowering Legal Futures scholarship, where we will pay for the PLT course fees for 2x PLT students and we will host their placement. However, these positions are already filled for 2024, and we are unsure as yet whether we can run this in 2025.

APPLICATION PROCESS

How can students apply?

Please submit our online form here: <https://ruahlegal.org.au/volunteers/>

Alternatively please email your resume, cover letter and academic transcript to legalservices@ruah.org.au

What does your recruitment/interview process consist of?

When we have your documents we will reach out to candidates to offer them interviews.

This is usually about 20mins and is a casual discussion about their interests, experience, and why they would like to work in mental health law.

Roughly how many positions are available in 2024?

There are between 20-25 volunteers on the advice line team at any one time.

What attributes do you look for in an applicant?

We are always looking for candidates who are invested and motivated, with a strong social justice mindset. Candidates should have strong attention to detail and multitasking skills, with a genuine desire to help others who are in difficult situations.

What advice do you have for students looking to apply?

Volunteering can be a tough gig, so think about whether you have the time to commit to the role for a minimum of 6 months. However, this is a fantastic opportunity to work out whether law is for you and what areas you would like to work in! Our firm has an excellent reputation, with several District Court judges hiring ushers and associates exclusively from our pool of volunteers. Getting a paralegal job can be tough, and volunteering is an amazing way to get your foot in the door. We always say we have never had a volunteer who has been unable to get a paid gig after doing 6 months with us, and this is yet to be proven wrong. The earlier in your degree you can volunteer the better, so we

welcome everyone at any stage of their degrees to apply!

Any additional information you would like to include?

You may find the spiel we usually publish to CLCs and on job boards useful:

Current opportunities open for law students wanting to gain experience in the industry.

Are you wanting to kickstart your career in social justice by assisting vulnerable and disadvantaged clients navigate the legal system? Come join our team as a volunteer working on our Telephone Advice Line.

As a volunteer you will be responsible for completing intakes with our clients, managing client files, conducting legal research, and drafting initial letters, legal advice, and court documents. In this role you will also respond to enquiries, provide appropriate referrals and even have the chance to shadow our talented lawyers in attending court and tribunals.

We are looking to recruit volunteers for this next semester! To apply please submit our online form here: <https://ruahlegal.org.au/volunteers/>

Alternatively please email your resume, cover letter and academic transcript to legalservices@ruah.org.au

I will also attach the position description to my email in response.

legalservices@ruah.org.au

Level 3, 445 Hay Street Perth
WA 6000

www.ruahlegal.org.au

WELFARE RIGHTS AND ADVOCACY SERVICES

Catherine Eagle
welfare@wraswa.org.au
<https://wraswa.org.au/>
98 Edward Street Perth 6000

What is the focus of your CLC?

Social security law and Tenancy law.

VOLUNTEERING

Which areas of law will clerks be exposed to?

Social security law and Tenancy law.

What kind of tasks do student volunteers undertake?

Research, drafting advice to clients, helping prepare presentations for Community Legal Education, some administrative tasks.

What are the skills/benefits of taking a position at your CLC?

Improving legal drafting skills, developing skills in communicating with clients, skills in preparing CLE materials, legal knowledge in areas of practice.

Do you provide opportunities for courtroom work/advocacy?

Not for volunteers.

Do you offer any opportunity for graduates looking to do their Practical Legal Training?

Occasionally, but we are a small agency.

APPLICATION PROCESS

How can students apply?

Send an email to welfare@wraswa.org.au attaching a current CV, information about availability and the contact details of two referees.

What does your recruitment/interview process consist of?

After we receive an application one of our lawyers will contact the applicant to let them know if we have a position available and if so to discuss the position and assess suitability. We are looking for students who are available to volunteer one day a week and commit for at least 6 months.

Roughly how many positions are available in 2024?

1-2

What attributes do you look for in an applicant?

Strong oral and written communication skills, a willingness and ability to deal with people in stressful circumstances, reliability, willingness to listen to feedback.

What advice do you have for students looking to apply?

You can apply at any time in the year and we will consider you when we have an opening.

Any additional information you would like to include?

You can check out our Facebook and LinkedIn.

Articles from the Profession

This section of the handbook contains a compilation of articles relating to the pathways that are open to law students and graduates. A range of legal and non-legal professions have written these articles. For those with aspirations in certain areas of law, we hope these articles impart some valuable information which can aid you as your career progresses.

CLERKING AT HSF KRAMER

Contributions from the 2025 HSF Kramer Graduates

Why did you apply to, and accept an offer from HSF?

- I accepted an offer from HSF Kramer as I enjoyed my clerkship with the firm. I found the work that I completed on my clerkship interesting and I enjoyed the company of the people I worked with!
- I applied to HSF Kramer as I heard through word of mouth and at clerkship events that it was a firm with a great market reputation.
- Everyone is super intelligent, highly motivated and always willing to help you develop your skills as a lawyer.
- The number of practice groups and the opportunities HSF Kramer would provide were the two main factors in my application to HSF Kramer and my acceptance of their offer. However, during my time as a clerk, what distinguished HSF Kramer from the other firms I clerked at was (as cliché as it is to say) the people and the culture within the office. All of the people in the office seemed to make the extra effort to get to know you and I knew that HSF would provide the most support to me during the early stages of my career.

Commerciality is a topic that students are frequently asked about in applications and interviews. What unique experiences did you have, and how did you speak to them to demonstrate your interest in commercial law?

- You do not need to have studied commerce or business at university to be able to answer questions on commerciality in your applications and interviews for clerkships. It is always helpful to look at firm websites, look at deals a firm has completed, and

keep up to date with current business news. However, do not be dissuaded from approaching commercial questions from a personal perspective. As my family has worked in the oil and gas industry, and this is what stemmed my interest in working in commercial law, I would simply answer with that!

- I had been a paralegal at HSF Kramer for 18 months before applying for my clerkship, however, I stress that this was not at all a requirement to demonstrate commerciality. Commercial legal experience and your first-hand experience in a particular market/industry is obviously an easy way to demonstrate commerciality, but I also spoke to my understanding of current issues in international markets thanks to my International Relations degree, as well as my experience as a previous Intern at the U.S. Consulate General Perth (both of which were obviously non-legal). If you don't have commercial legal experience, I would recommend reading up on current issues that the firms are reporting on (check LinkedIn, the firm's website, podcasts, the Australian Financial Review etc.). Don't try and become an expert in the area - just read enough to understand that it is a current issue and the firm is working in that space (you can think of some well-considered questions here too).
- I volunteered at two charities during my time at uni. One was as an Administrative Coordinator and the other as a Volunteer Consultant. Both of these focused on organisational development and overcoming challenges faced by organisations to enhance their impact within the community. Using these

examples, as well as my general interest in my studies, I demonstrated an interest in commercial law as a fusion between these experiences – taking the ‘commercial’ aspect from my volunteering and the ‘law’ aspect from my studies

When asking around for interview tips, it's common to hear advice such as research the firm and prepare questions for the interviewers. How did you go about this (and preparation more generally)?

- In terms of researching the firm, I would look at the firm's website, LinkedIn profile and materials given to me at networking events. In particular, I would look at work the firm had done and their values..
- I think it is really important to research each firm you apply to because interviewers can definitely tell if you are merely responding to questions with generic answers.
- Knowing specific details about the firm (such as whether it is international or national, how many offices it has, what practice groups it has, information about its pro bono work, information about specific partners in the firm you would like to work with, information about a specific deal) shows you have a genuine interest in the firm. I believe this goes a long way, as it shows the firm isn't just 1 of 15 you have applied to.
- I think having a few questions to ask the interviewers also shows you are eager to learn as much as you can about the firm. While the firm's website provides some information, it only gets you so far. Being able to speak to people who have first-hand experience working at the firm will really add to your depth of knowledge.
- There is such a thing as over-preparation for

an interview - they don't want a rehearsed script and I found that HSF Kramer was the least ‘scripted’ interview by way of questions. Beyond understanding the firm, my reasons behind applying for HSF Kramer, questions and being prepared to talk to some of my prior experience, I did not overly prepare which was a huge benefit as the conversation was largely conversational and I could not have prepared for that.

How did you go about preferencing your clerkship practice group? Are there any disadvantages to picking a practice group that you're interested in, but have no prior experience with?

- My advice: if you feel an interest brewing in a particular practice area, you should preference this first. Don't let a lack of experience stand in the way as this practice group may be where you would like to end up. It can be worthwhile to give it a go to see how that team operates.
- I preferred areas that stood out to me as interesting – however it is important to keep an open mind as you will not always get your first preference.
- I had no strategy in preferencing my clerkship practice group (and no idea about what any of them did). In my three clerkships, I aimed to clerk in a different practice group for each one. I would not say there is any disadvantage to this (and there isn't a significant advantage in going to a practice group that is your ‘strength’). The clerkships provide you with an opportunity to get a feel for the firm and any practice group you might be interested in, it is worth using this as an opportunity to get a taste for many practice groups.

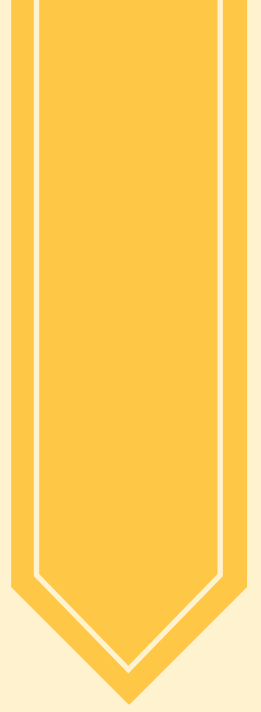
Having completed a HSF Kramer clerkship, how would you describe the experience and HSF culture?

- HSF Kramer definitely has a culture of excellence and expects a high standard of work. However, everyone who works at the firm is so friendly and supportive, and are ready to put the work in to help you perform at your best.
- I truly believe the people in the firm are great and really want you to succeed. The people in the firm prioritise being friendly, caring and supportive, rather than ultra-competitive.
- The lawyers remember what the nerves and discomfort of starting a clerkship feels like, so they endeavour to make you feel as welcome and comfortable as possible.

- Don't be afraid to be yourself in your applications and in interviews. HSF Kramer wants to know you as a person and why you have a genuine interest in working at the firm.

What's your advice for applicants?

- Build friendships during the clerkship events and clerkships themselves – you will see the same people and may end up working with them in the future. The Perth legal market is small!
- Apply to the firms you are interested in. Try to have some fun with this, as you won't ever get to be in contact with as many firms again (which is a unique experience). Do not let it become all-consuming, take time to focus on other aspects of your life and always keep in mind that everything will work out in the end
- Show that you are a well-rounded person - don't disregard your non-law experience/ interests. Show that you are genuinely interested, curious and eager to learn.



A DAY IN THE LIFE OF A HSF KRAMER GRADUATE

Harley Gardiner, Solicitor

6am

I wake up nice and early to go to the gym before work. After the gym, I'm wide awake and feeling ready for the day! I have some smashed avo on toast or if I'm running late, I pick up some banana bread from Eat House when I arrive to QV1. On the train, I read a book (think Twilight level of sophistication). As we get closer to the city, I have a quick look on my phone to see what work emails have come through and check my work calendar to see what the day has in store for me.

8:30am

I'm at my desk and the day begins. As part of our graduate program, we complete three six-month rotations in different teams. I previously rotated through the Disputes team and am now in my second rotation in the Employment, Industrial Relations and Safety team. I start the day off by drafting some forms for an unfair dismissal claim. The work in Employment is very "people" based and moves quickly, so you get to be involved in a range of different matters and a variety of work from enterprise bargaining and industrial action to advice to employers on what to do in the ever-evolving era of COVID-19.

10am

It's snack time. In the Employment team we have 'Munchin' Mondays' – a snack and chat morning tea every Monday. We have a roster where everyone takes turns bringing in a savoury or sweet snack for the team. This week someone has forgotten so they've done the standard I-forgot-I-was-rostered-on-this-Monday and gone downstairs to Mary Street

Bakery to get a selection of donuts for the team. Delicious!

11:30am

I have finished conducting a respondent interview for an investigation we are running for a client. Investigation work in the Employment team has been a highlight of my rotation. It involves drafting allegations, interviewing the complainant and witnesses, reviewing the documentary evidence, putting the allegations to the respondent and making findings on whether or not the alleged conduct occurred. Another highlight of my rotation in the Employment team was going up to Port Hedland for a few days to assist a client on their internal investigations. I stayed in FIFO accommodation and caught a plane up to site with other FIFO workers. They were all in high vis, so I stuck out like a sore thumb in my HSF smart casual.

12:30pm

It's lunch time so I head downstairs with some other grads to eat some sushi. We chat about where we're all going on our next rotation. I'm heading to the Environment & Planning team next which is part of our Real Estate practice. This will be my first front end rotation and I expect to learn a lot.

1:30pm

I'm heading down to the Supreme Court to be the instructing solicitor for Counsel in a matter I was involved in whilst in Disputes. I love having the opportunity to get involved in court work. When I was in my Disputes rotation I was lucky enough to get involved in a trial. The trial was based in Melbourne, but our client gave evidence in Perth (COVID time). During the trial, the client, myself and an Executive Counsel were based on our client floor. I will always be grateful to Dave, our Client Services Manager, for never failing to arrange coffees, hot chocolates and lunches to see us through. It was a great experience helping to prepare our witnesses to give evidence, and watching senior barristers work their magic during the trial.

4pm

The hearing is over and I get my steps in walking back to QV1. As an instructing solicitor, your role is to assist counsel during the hearing. This means making sure you can locate a document quickly. Whilst in Disputes, I also had my first ever court appearance. It was only an interlocutory hearing about subpoenas, which took a grand total of 7 minutes, and although I was told exactly what to say, everyone made a big deal of my first appearance and I won that month's "Onya Mate" award in Disputes!

5:30pm

Back at the office, I do a research task for an advice. Once I have finally found the golden nugget case, I finalise my research memo, submit my timers and head home.

LIFE AS AN ASSOCIATE

Julia Symons, Solicitor at State Solicitor's Office

I was an associate at the Supreme Court from February 2022 until June 2023. In September 2022, his Honour was appointed to the Court of Appeal, and so I spent half of my associateship in the General Division and the other half in the Court of Appeal. Though some details may have changed since my associateship as it was nearly two years ago, I hope the essential parts of the below assists you.

Day in the life as an associate

Your day-to-day life as an associate can vary tremendously depending on which court you work at, which judge you work for, and the nature of their caseload.

As a general division associate to a judge with a criminal caseload, much of my time was spent in court itself. General division associates' duties in court include operating audiovisual equipment and video-links, empanelling juries and taking verdicts. Outside of court, I spent my time on a mixture of administrative work (for example, corresponding with parties and preparing hardcopy files for hearings) and legal research and judgment proofing. Judgment proofing was a big part of the job, both in the general division and the Court of Appeal, and it involved not just proofreading as it is popularly understood but fact and law checking.

In the Court of Appeal, hearings typically (with one notable exception) lasted for about half a day, so I spent less time in court – and the associate's duties in court are split between the two other associates (as your judge will typically be one of three judges on the coram).

Aside from court, Court of Appeal associates' duties typically include:

- preparing materials and files for their judges and for other chambers;
- drafting memos (what this entails varies from chambers to chambers - some judges will like a brief precis of the key arguments in a particular appeal, while others will like a more extensive memo on the background of the appeal);
- proofing judgments, and
- some administrative tasks.

Why should you do an associateship?

To my mind, there are two main benefits to doing an associateship.

First, working so closely with your judge allows you to build a close relationship with them. Many judges remain valued mentors for their former associates, even many years after their associateship. You also gain an insight into how judges think: both how they approach questions involving the black letter of the law and also their views on what constitutes good advocacy and good 'lawyering'.

Secondly, it is an excellent way to gain exposure to advocacy early on in your career. Aside from the intellectual stimulation, the real benefit of that, in my view, is that you see firsthand that there are as many advocacy styles as there are advocates: you don't need to look, or talk, or sound a certain way to be an effective advocate. It somewhat demystifies advocacy, too, which makes it (slightly) less scary when you first start doing your own court appearances.

LIFE IN ACADEMIA

Dr Jacinta Dharmananda

When I graduated from Law School, I had no intention of ever studying again. I wanted to get good training as a lawyer with a good law firm, earn money and then, as soon as possible, use my degree as a ticket to work overseas. Experiencing life outside of Perth was my top priority.

That plan worked for a while. I started at a good firm, got a couple of years under my belt in Perth in a practice area that I thought would be transferrable overseas (corporate finance) and then spent the next decade or so moving around. I was a recipient of a 'young professionals' scholarship to learn Japanese in Tokyo followed by a role as an in-house lawyer in a Japanese oil company, briefly came back to Perth for 12 months with a law firm and then worked as a lawyer, in chronological order, in Melbourne, New York, Singapore and back to Tokyo. I got all of these jobs using my UWA law degree, my developing commercial law experience and what I like to think of as a pretty strong work ethic.

But life happens and priorities change. For family reasons, I found myself back in Perth in the 2000s and unsure about what to do. I wasn't ready to return to private practice (hopefully things have changed a bit, but combining small children and private practice was not so easy then). A serendipitous meeting with the then Dean of the Law School provided me with an opportunity to tutor in what is now Foundations of Law and Lawyering. That was the unconventional start to my Life in Academia. Despite never dreaming that I would return to UWA as a student, academic or anything, there I was.

It took a few years, as I took on more responsibilities, for me to decide that an academic career was something that I wanted to pursue. But having made that decision I have not looked back. And my time in practice has been really useful. In fact, I would encourage anyone thinking about an academic career to spend some time in practice first – it helps give what you teach and research a practical context.

Many people don't realise that being an academic is not just about teaching. That is certainly an important and obvious part, but the reason we are called 'academics' is because of our scholarship. That is why now you will need a PhD (or at least be on your way to getting a PhD) for an academic career.

There is a lot of pressure to develop a reputation as a well-regarded scholar in a particular area. Like many a practising lawyer will eventually wish to be known for their expertise in a certain practice area, that is the ultimate goal for an academic too. A university will expect you to publish regularly, to develop a reputation that leads to opportunities to disseminate your research and, eventually, to use that reputation to build industry links and secure external funding. In addition to teaching and research, a university will also expect you to perform what is called 'service' – such as giving CPDs to the legal profession, undertaking peer review of journal submissions, and contributing to your school and university through service roles (such as a Deputy Head or Director role) or committee or board membership.

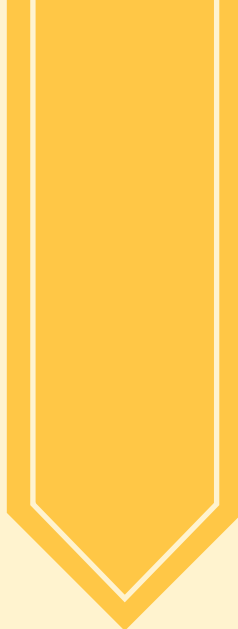
A lot of people don't really know about these

A lot of people don't really know about these three-pronged aspects to being an academic. Even some of my family members still assume that if the teaching semester is finished then I must be on holiday! But we get 4 weeks holiday a year like most other people in Australia and we mainly use non-teaching times to focus on producing research output.

What do I enjoy? Despite my young graduate self's misgivings, I love the continuous learning and thinking involved in striving to produce meaningful scholarship and essentially having my own little research business. I enjoy getting to know students, the amazing feeling when a student says that you have helped them, opportunities to liaise with the legal profession and other academics, and some flexibility around how I structure my work hours. I even still get to travel a bit, though opportunities to participate in conferences and other forums interstate and internationally will depend on your research area.

Just like any job, Life in Academia has its ups and downs. What is less enjoyable? Large universities tend to be bureaucratic and multi-layered institutions. In a nutshell, I don't wake up energised to tackle the administration work and process driven structures.

But perhaps most importantly of all, remember that when you graduate from Law School the decisions you make about where to work or live absolutely don't have to define the rest of your career or life. You might be surprised. Maybe you will, despite all your plans and expectations when you graduate, find yourself back at a university like me!



LIFE AS A BARRISTER

Ben Tomasi, Barrister at Francis Burt Chambers

Life at the Bar is interesting, varied, and above all, a great way to practise law. Practising as a barrister is challenging, rewarding, and collegiate. One fantastic thing about the Bar is that there is no single way to make your way here, nor is there a right way to conduct your practice (other than ethically, of course). I hope this piece gives you an insight into the many and varied pathways that one can take to end up practising as a barrister. I also hope it causes some of you reading this to turn their mind to the possibility that it could be for you.

By way of personal example, I was admitted to practice in 2016 and worked as a lawyer at the SSO, a judge's associate, and a solicitor in a law firm before joining the bar in 2021. I also completed a postgraduate degree in 2020. Although my path here was not a completely straight line, I always had a reasonably firm idea that I would practice as a barrister. But that is just one path.

My friends and colleagues have, variously:

- spent decades in private practice in firms before joining the Bar as senior lawyers;
- prosecuted on behalf of State and Commonwealth prosecuting agencies;
- practiced as government lawyers for the State or Commonwealth (including working for Legal Aid);
- lived and worked in remote parts of the State doing important work for vulnerable communities, including working for the Aboriginal Legal Service;
- practiced and studied interstate and overseas, sometimes for extended periods;
- worked as judges' associates; and
- worked for Western Australian, national

and international law firms.

People come to the bar at all levels of seniority, from just out of restricted practice, to retiring from the partnership of a firm. Some never dreamed of being self-employed or standing in court making submissions. Ultimately, there is no ideal time to join, but there is an ideal time for you having regard to family and personal circumstances. Similarly, there is no one skill that is needed to be good barrister, other than a capacity for industry and affability (i.e. work hard and be nice to people). A background in litigation and dispute resolution is helpful, but not essential, although there is some degree of self-selection in coming to Bar, as those who do join tend to have at least an interest in the area.

In years gone by, the Perth Bar was a place for lawyers who had already developed their skills as specialist advocates. That generally entailed some degree of seniority. In more recent years, however, that has not been the case. The people joining the Bar are increasingly junior practitioners who would like to become advocates but do not get the opportunities to deploy those skills while working as employed solicitors.

In order to become a barrister in Western Australia, you must first be admitted to practice and then have completed your restricted practice period. The result is a minimum of three years between starting employment and coming to the Bar, though generally you would want to have five or so years under your belt before making the move.

What do you need to think about before coming to the Bar?

- First, you need to have a plan. Think about the type of work you want to do, and where it will come from. Who will be instructing you? Why would they instruct you? What practice areas do you want to focus on?
- Secondly, what existing relationships do you have with practitioners that could help you develop a practice? There tend to be three sources of work for junior barristers: referrals from other juniors, briefs with silks, and unled instructions from firms. To start with, it is likely the first source will be the most significant. Over time, the second and third might become more prominent in your practice.
- Thirdly, how will you deal with the pressures of being self-employed? Things like cash flow, managing expenses, your tax affairs, not to mention the demands that it can place on your personal life, all need to factor into a decision to come to the Bar.

These matters are all some years ahead of you. But there are things you can do now, as you embark on your respective careers, to leave the option open for the future. They include getting to court as frequently as possible, working on a variety of matters, spending time in challenging environments, and being open to whatever opportunities present themselves for professional development. Above all, the most important thing is to build a strong network of friends in the profession. Ultimately, if you do join the Bar, you will be reliant on other practitioners to send you work. It's a lot easier for a solicitor to brief a barrister who she or he likes.

Best of luck whatever path you go down, and please get in touch if you are thinking about the Bar.

LIFE AS A CRIMINAL DEFENCE LAWYER

Arina Mundy, Legal Practice Director at Chambers Legal

My career in criminal law began with a naïve dream to “change the world” and fight for the wrongly accused underdog. I was 16 when, as part of a school excursion, we went to see Estelle Blackburn talk about her book *Broken Lives*. The book was about murders in Perth in the 1960s and (more importantly) about her involvement in the exoneration of two wrongly-convicted men who were imprisoned for crimes they did not commit. One of the lawyers involved in the appeal hearing which resulted in the two men being exonerated and released was Tom Percy KC (more on this later).

After doing an extremely sub-par job at university, I thought my dreams of being a criminal defence lawyer were all but crushed but, through a friend of a friend, I was told to contact Tom at Albert Wolff Chambers to see if he was looking for a clerk. I ended up doing some casual work at Albert Wolff, before being offered the full-time grad position in 2013. This ended up being one of the best years of my career and where I learnt the most. I worked for three different barristers, including Tom, and for the most part of the year I was helping with jury trials. Some were high profile, some were minor, some involved travelling around the state to different courts. I met a lot of solicitors working in criminal law and was ultimately offered a job by one of them when I was admitted to practice.

In 2014, I started work as a lawyer in a criminal defence firm. I still remember my very first court appearance in the Perth Magistrates Court (on day 4 of being a lawyer) where I had to get my supervisor to write down word for

word exactly what I had to say. Of course, it didn't go exactly to plan and the Magistrate asked a question about a previous hearing which I had no idea about. And that is how I learnt about “I don't have instructions on that”, about your option to “stand the matter down” to phone a friend and that the Magistrates Court is really not that scary but it helps to know the process and everything that has happened in the particular case so far.

I continued working in the same firm for four years. I was regularly briefing the same barristers I worked for previously (and one was appointed a Judge of the District Court at that time). I also met a lot of other criminal lawyers. One of the main things about being a criminal lawyer is that you either know everyone else or at least know of them. Your circle of friends ends up being mostly other criminal lawyers and often going to court is an opportunity to catch up either while you're waiting to get called on, or just getting a coffee afterwards. It is important to have a network of people you can call if it's to talk something through, or discuss an ethical dilemma.

I was exposed to a variety of criminal matters. I instructed on jury trials and did my own Magistrates Court trials. Some of those cases shaped my approach to work and difficult files, and some made me question whether I really wanted to continue working in the criminal justice system. But I made it through the tough times and figured out how to stop being so sensitive and to leave work at work.

Apparently, I also developed a “client voice” which my family had never heard before and is a lot more assertive than my usual one!

In late 2017, I met up with a school friend for lunch. She told me she was thinking of starting her own firm and I thought that's a cool idea. I resigned from my job exactly two weeks later. Together, we opened our firm in Subiaco in February 2018 and this is still the most spontaneous and best thing I have ever done.

So what does the day in the life of a criminal lawyer look like? The "every day is different" cliché is somewhat true. Every case is different, the clients are all different and the defences are all different.

Usually, the day starts with a court appearance (or several) in one of the various metro courts either for a procedural hearing, to list a trial or for a sentencing. After that, you are back in the office meeting with clients to prepare for future hearings or trials, reviewing disclosure, preparing advice, plea offers or submissions for court.

Some weeks, you are in trials which can take a few days or a few weeks. In addition to providing legal advice, you also regularly find yourself being a counsellor or confidant to clients who are struggling with the court proceedings and charges against them, and sometimes you are the bearer of important messages (last week we had to call our client's mum to tell her he was in jail unexpectedly and could she feed his dog please).

At the end of the day, it's an important job to be able to represent a variety of clients with charges that range from very minor, to very sensitive to very serious. Some accept they are guilty, and some maintain their innocence

and you must do your best to guide them through the system and get them the best possible outcome. Yes, you will constantly get asked by random people "but how do you do it" and "but what if they're guilty" and eventually you find a way to answer these questions without rolling your eyes.

In conclusion, if you find yourself being interested in pursuing a career as a criminal lawyer, I would suggest reading Estelle Blackburn's book "The End of Innocence" (which is a book about how she wrote the book "Broken Lives" and more interesting from a lawyer perspective), reach out to barristers and solicitors to see if you can do some work experience and take any opportunity you can get to meet people in the field.

LIFE AS A FAMILY LAWYER

Samuel Dulyba, Family Lawyer at Mills Oakley

By way of brief introduction, I am a family lawyer working at Mills Oakley and serve as the Secretary of the Family Law Practitioners' Association of Western Australia ("FLPAWA"). While I was always drawn to family law, I did not settle into the field immediately upon graduating from uni. I spent time rotating through the family law, insurance and property teams at Mills Oakley as part of the graduate program prior to settling in family law in March of 2023.

However, I have always been attracted to family law because of the inescapable human element.

I found it particularly motivating knowing that I would be acting for human clients for who there would be tangible consequences, and whose lives I could positively impact as a result.

Despite the many iterations of "wait...you chose to settle in family law?" that I received from my peers, I can say that my original attraction to the field was well-founded.

As I suspected, I love the interpersonal element of family law, being able to meet with clients and to witness the direct impact of my work. My love for that interpersonal element has grown into a passion for advocacy, especially in the courtroom.

Much of the work in family law involves substantive drafting, be it correspondence or court documents, client management, and attendance at court. Family law exposes you to meaningful and engaging legal work at an early stage, and you progress quickly due to the level of responsibility that you can adopt

early on.

From the beginning, many family lawyers are already attending court, even if it is for procedural matters, and you are usually involved in drafting affidavits, minutes of orders, and important legal letters from the beginning.

After now beginning to make my own appearances in Court, I can confidently say my passion for advocacy will only continue to grow.

I would be lying if I did not also mention how much I enjoy the unpredictability of family law. There is something so engaging in how everyday can present new challenges based on very human issues – not to mention the drama.

However, an essential element of my affinity with family law is the collegiality of the profession – or, "the vibes".

My time on the FLPWA committee, and now executive, has also provided me with great opportunities to be involved with my colleagues and contribute to the profession. I believe the most important lesson I have learnt (so far) can be summarised in the following quote, of which I have heard many variations and am unsure of the original source:

"A smart person learns from their mistakes. A wise person learns from the mistakes of others."

That is, I have learnt the importance of not only seeking out great mentors, but sincerely

incorporating their feedback and example. I have been very fortunate to be mentored by some of the best in the profession, including Kym Kerr, Anastasia Christou.

I have seen how valuable it is to be able to tap into their wealth of experience and knowledge while gaining my bearings in the field.

If you are considering embarking on your own journey to become a family lawyer, I would say: try to always remember the subject matter of family law. For the most part, we are dealing with people who need help navigating the legal consequences of the end of their relationships. For them, this will understandably be a very difficult part of their lives and they will likely be emotionally charged and sometimes even volatile. As a consequence, confronting experiences in one form or another are inherent to family law. Put in the universally accepted family law mantra, “we are dealing with good people at their worst.”

The first thing we can learn from this appreciation is that we need to develop healthy ways of dealing with and growing from these experiences. We are fortunate to be stepping into the profession at a time when the mental health of practitioners is treated seriously and there is increasing support available. Do not be hesitant in seeking assistance when needed.

Second, as we become more experienced, we will be playing an increasingly active role in assisting already struggling clients in determining the course of their legal matters.

Meaning that we can be either an immense help, or a serious hindrance. We need to ensure our own egos do not make the process more difficult than it needs to be.

Finally, we need to understand the limits of the part we play in the lives of our clients. While it is inevitable that we will be moved by a client’s circumstances, we are not engaged as psychologists or best friends. We need to be able to step away at the end of the day and recognise that their personal problems are not our own.



Ethan Ryan

2025 Graduate

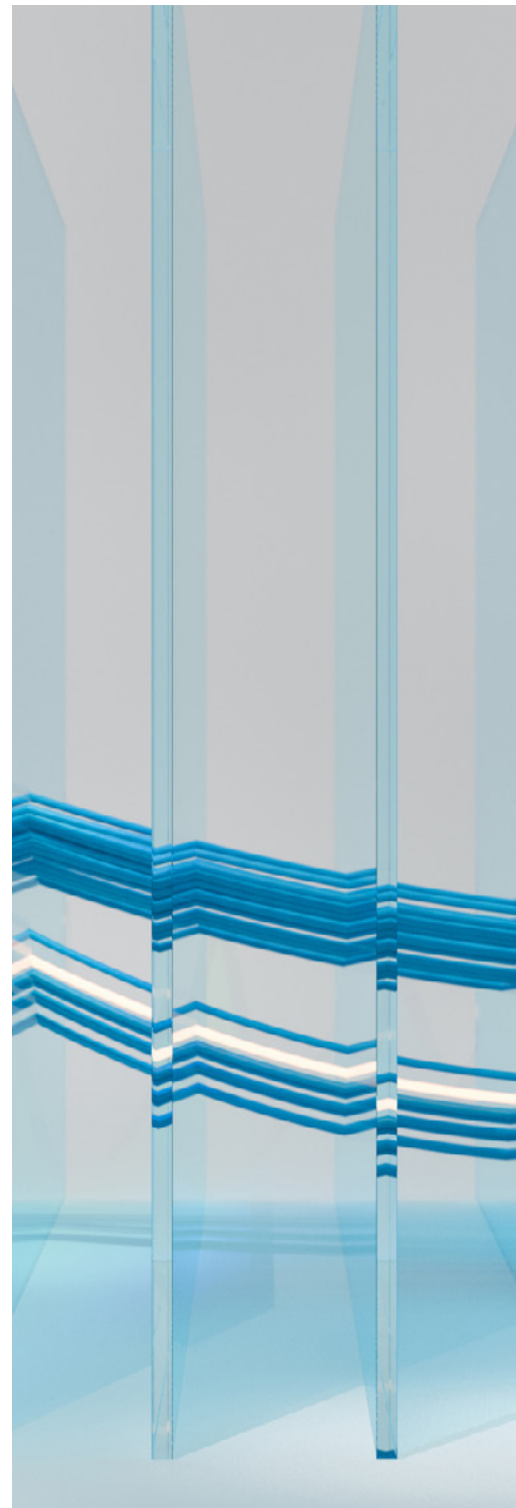
Since starting at G+T in February 2025 (only one month ago from when I am writing this), there is already much to tell.

In my first two weeks, I attended an intensive course at the College of Law, a provider of the Practical Legal Training course required for admission, which is paid by G+T. While, as you can imagine, this course is not exactly Netflix-worthy, it was an amazing opportunity for me to bond with the other six graduates in my cohort, and ultimately, allowed me to knock off three out of seven units. Having been away from the law since June 2024, these two weeks also allowed me to “lock in” and get myself ready for full time work.

In my third week, my cohort and I were flown to Sydney for the 2025 National Graduate Induction, held at G+T’s Sydney office in Barangaroo. At this 3-day induction, we were welcomed by Danny Gilbert (founding Partner), Sam Nickless (CEO) and many other senior partners, who all gave us a fascinating insight into the business, agenda, and trajectory of G+T as a top-tier national law firm. We were also given fantastic training by a variety of partners, lawyers, and support staff which provided an excellent foundation for starting work as a graduate. My key takeaway from the induction was just how significant the impact of AI technology will be on the legal field and how well-placed G+T is to be a leader in its utilisation and development, with the firm already investing in Harvey, its own Gilbot AI, and many other AI tools.

In my fourth week, I started work in the Energy, Resources + Infrastructure team. I was introduced to my support network (Partner, Senior Associate, and Lawyer), who have already been providing me with interesting work on complex mineral titles transactions, including drafting agreements, assisting with due diligence, and advising on completion. Outside of the day-to-day, I have already been able to get involved with the firm’s culture, attending G+T Perth’s Bi-Monthly Offsite Drinks at Lil’s, representing the firm in the YLC Beach Volleyball Competition, and joining the firm’s social committee.

If that is only one month, I am very excited to see what the next 17 months of the Graduate Program will look like!



LIFE AT A GLOBAL LAW FIRM

Siena Casgrain, Graduate at Clifford Chance

I was drawn to Clifford Chance for its global reach, integrated partnership and position as one of the world's largest global law firms. During my Graduate Program, I completed four rotations of six months each, including an overseas secondment, where I travelled and worked on high-impact matters across multiple jurisdictions.

Global Financial Markets Bootcamp

My journey began with an eye-opening Global Financial Markets (GFM) bootcamp in Perth. Over a week of intense training, led by partners and senior associates from across Australia, I gained both theoretical knowledge and practical skills in leveraged finance, project finance, general banking and restructuring. Beyond the technical training, the bootcamp was a great opportunity to build relationships with colleagues from across the country, demonstrating the firm's collaborative spirit both in Australia and across the Asia Pacific region.

Later in the program, I worked on a cross-border transaction led by our German offices, coordinating with teams across Europe, the U.S., Singapore, Japan and Australia. The seamless collaboration across time zones was a testament to the firm's global strength.

Litigation and Dispute Resolution Rotation

In my second rotation, I joined the Sydney Litigation and Dispute Resolution team, working on a diverse range of disputes from early-stage resolution to high-profile commercial litigation. One notable matter involved a UK commercial case, where team members flew to London to assist with the

trial. I also attended a team offsite in South Australia, where we participated in a treasure hunt around Adelaide and its wine country, a great way to bond with colleagues while learning more about the firm's goals.

Next Stop: London!

My third rotation took me to the London Capital Markets team, where I worked on equity and debt capital markets, structured finance and complex restructuring transactions. The training was invaluable, from an intensive 3-day finance overview to focused sessions on capital markets issues. I gained exposure to matters involving Sharia law and had the chance to attend client events, like trivia nights and art exhibitions, building meaningful relationships with both clients and colleagues.

Final Rotation: Sydney

My final rotation was with the Sydney Corporate team, working on private and public M&A and real estate funds transactions. A standout experience was the APAC Corporate offsite in Bangkok, where we connected with colleagues over dinners, a pool party, and a city-wide treasure hunt that immersed us in Thai culture.

Conclusion

As a Graduate at Clifford Chance, you're part of a truly global network, engaging in market-leading, cross-border legal work while forming lasting professional relationships. The Graduate Program has fast-tracked my legal development and set the foundation for a deeply rewarding career with the firm.

LIFE AS A NATIVE TITLE LAWYER

Catinca Hozoc-Martin, Lawyer at Austwide Legal Pty Ltd

Reflections on a Career in Mining and Native Title Law

My name is Catinca Hozoc-Martin, and I have been practising law for four years. For me, working as a lawyer is both a privilege and a responsibility; particularly in the dynamic, complex, and deeply meaningful area of Mining and Native Title Law.

I graduated from Murdoch University in February 2020, arguably one of the most difficult times for any law graduate to enter the profession. With the legal job market in a freeze due to the pandemic, it took nearly a year to secure my first graduate lawyer role. In January 2021, I joined a community legal centre, where I began working in native title law. This formative experience allowed me to build a strong foundation in legal practice, work directly with Indigenous communities, and gain a deep appreciation for the cultural and legal significance of land rights - and the impact that mining can have on them.

One of the most memorable moments in my early career involved conducting a witness interview beneath a tree in the Pilbara, sharing fresh mangoes from a client's garden - while the rest of the legal team remained in Perth. It was a powerful reminder that legal practice, at its core, is about human connection beyond the courtroom.

After three years in that role, I transitioned into private practice at a small firm in Perth's north, where I continue to work in Mining and Native Title Law. My day-to-day involves a wide variety of tasks, including commercial

contract drafting, legal research, and client representation before the Warden's Court and the National Native Title Tribunal. It is a stimulating and fast-paced environment that keeps me constantly learning and growing. (And yes - my coffee consumption has increased significantly. I've come to believe the legal industry runs on deadlines and caffeine!)

What I love most about this area of law is its variety and scope. No two days are the same, and I feel fortunate to work on matters that are both legally complex and socially significant. For any law graduate considering commercial law, I would strongly encourage exploring the path of Native Title and Mining Law. It offers not only intellectual challenge and career diversity, but also the opportunity to engage with remote Indigenous communities, travel across this incredible State, and make a genuine impact.

LIFE AT THE STATE SOLICITOR'S OFFICE

Isabel Inkster, Solicitor at State Solicitor's Office

Introduction

I am a Solicitor at the State Solicitor's Office (SSO), having commenced in January 2020. Prior to this, I served as Associate to the Honourable Justice McGrath at the Supreme Court of Western Australia. I completed my Juris Doctor at the University of Western Australia (UWA). I am also a sessional academic at the UWA Law School, so some students may remember me from such units as 'LAWS5101 Constitutional Law' and 'LAWS5102 Administrative Law'.

I'm grateful to the Blackstone Society for the opportunity to share my experience of working at the SSO.

In several respects, the graduate role at the SSO differs fundamentally from those in commercial firms. I will endeavour to summarise some of these differences and opportunities to help inform your decision about whether to apply for an SSO clerkship and/or graduate role.

Work of the SSO

The SSO provides legal advice to the State of Western Australia, comprising its departments, agencies and officers. The SSO represents the State in an array of courts, tribunals, and other decision-making bodies. As the needs of the Government change, so does the legal advice sought. This results in a dynamic and varied workplace, offering opportunities to engage in unique and challenging work.

Practice Areas

The SSO is divided into six practice areas: Commercial, Civil Litigation and Public and

General Litigation, Counsel, Native Title and State Lands (NTSL), and Advice, Policy and Public Law (APPL). Below is a brief overview of each:

- **Commercial:** Involves contracts, leases, projects, intellectual property, conveyancing, acquisitions, and disputes. Unique aspects include work related to State Agreements, commercial litigation involving the State and large infrastructure projects undertaken by the State government.
- **Litigation:** The largest group within the SSO, split into Civil Litigation and Public and General Litigation. The work includes summary court prosecutions, personal injury claims, administrative review, coronial inquests, medical negligence, industrial relations, and workers' compensation, to name but a few.
- **Counsel:** Functions like an in-house Bar, comprising the most experienced advocates who appear in complex and sensitive matters in various courts, including the Supreme Court of Western Australia, the Federal Court of Australia, and the High Court of Australia.
- **NTSL:** Advises and represents the State Government in matters involving Crown land, including public and private land assembly for infrastructure works, town planning, and resources tenements. It also advises on Native Title agreements and Aboriginal Cultural Heritage matters.
- **APPL:** Provides specialised advice to the government legislative reform, statutory interpretation, matters involving the Constitution and more. APPL lawyers often assist with matters which are

currently before parliament, including by contributing to draft responses to parliamentary questions and providing advice to select committees.

The SSO also offers opportunities for secondments to other agencies, such as the Western Australia Police Force and the Office of the Attorney-General. Specialised teams within practice groups also handle specific subject areas, such as the High Risk Serious Offenders Act 2020 (WA) and the Criminal Law (Mental Impairment) Act 2023 (WA).

The variety is one of the great benefits of working at the SSO, and also one of the reasons why the work can be so challenging. In any given day I will be working across several jurisdictions, in a multitude of areas of law.

The Law Graduate Role

The Law Graduate role is a one-year position for those who have not yet commenced legal practice, typically recent graduates from law school or those who have completed an associateship. The year involves rotating through each practice area (outlined above) and shadowing restricted practitioners (i.e. colleagues one year above), with comprehensive training, including targeted advocacy training towards the end of the year. Graduates undertake varied and interesting work, attend hearings and client meetings, and develop their skills. If not already admitted as a lawyer, the year includes completing Practical Legal Training.

One of the key attractions of a career at the SSO is the opportunity to engage in oral

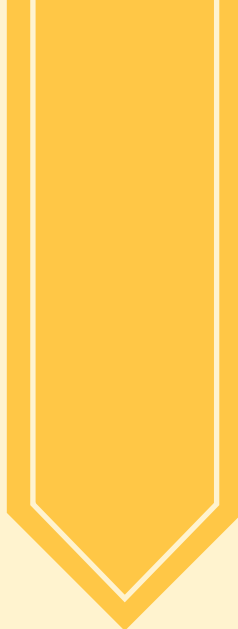
advocacy from the start. Law Graduates appear in court during their first year, and manage their own files from the second year. This structure builds confidence and advocacy skills with the support of senior practitioners. The graduate year is an opportunity to learn, engage with new areas of law, and develop legal skills. The Office is full of approachable, inspiring, and impressive individuals who are generous with their time and energy to support you along the way.

Upon completing the graduate year, you enter 'Cohort' years as a restricted practitioner, taking on your own files while continuing to work across various practice groups. Unlike commercial firms, you generally do not settle in a practice area until three years after your graduate year, allowing ample time to find the work that most interests you. However, the cohort system is flexible and can cater to those who wish to settle in a practice area, based on their specific interests and strengths.

Clerkships and Graduate Positions

The SSO offers two-week paid clerkships and a one-year Law Graduate program. Recruitment occurs annually, following a similar timeframe to commercial firms. These programs are advertised on [Jobs.wa.gov.au](https://www.jobs.wa.gov.au) as well as the SSO LinkedIn Page.

If any of the above resonates with you, I highly recommend applying for a clerkship or Law Graduate position at the State Solicitor's Office.



LIFE AT THE OFFICE OF PUBLIC PROSECUTIONS

Kelsey Howen, State Prosecutor at the ODPP

The Office of the Director of Public Prosecutions ('ODPP') is the independent prosecuting authority for the State of Western Australia and is responsible for the prosecution of serious offences committed against State criminal law.

I started working at the ODPP in March 2022. I initially started as a 1LG Legal Officer in the Children's Court Team. In May 2024, I was appointed as a 2LG State Prosecutor in the adult jurisdiction.

As a State Prosecutor I perform a dual role. Part of my role is as a solicitor. When a serious crime occurs, the ODPP receives all the evidence in relation to the charge from WA Police. My job is to look at the evidence and to assess whether the correct charge has been laid, and whether there is enough evidence to prove the charge. As a State Prosecutor, the term 'elements of the offence' is part of my day-to-day, rather than words I kind of remember from Criminal Law in Semester 1. This part of the role also provides the opportunity to work closely with WA Police officers, as well as with victims of crime and defence solicitors. Good people skills are essential, and as a State Prosecutor you quickly become adept at managing a number of competing interests.

The other part of my role as a State Prosecutor is as a barrister. One of the advantages of coming to the ODPP is that you are fast-tracked to appearing as counsel in court. Legal Officers tend to start by appearing on simple matters in the Magistrates Court but will

quickly progress to appearing on sentencing hearings and other more complex matters in the District Court. Early in your career at the ODPP you will also have the opportunity to be junior counsel on complex matters which go to trial in the District Court and Supreme Court. Junior counsel work alongside more experienced State Prosecutors to assist with all aspects of running a trial, with the goal being that eventually you will be able to run your own trials. If advocacy is something that you are interested in and you want to do a lot of it, I would highly recommend considering a career in criminal law.

As a State Prosecutor you are engaged daily in interesting work, and that work involves working with or alongside a diverse range of members of the community. No two days are the same, and the work, while hard, tends to be extremely rewarding. However, in criminal law you are often dealing with members of the public who are going through the worst period of their lives. The content can be difficult, and vicarious trauma is very real. This is on top of the relatively high workload, which is a feature of most legal roles. I don't say that to put anyone off – the highs tend to balance out the lows, and the ODPP has a great group of colleagues who support each other through tough times, as well as more substantive mental health supports. It is just something to consider when weighing up your career path.

Turning to the recruitment process (because, if you have made it this far in my article, I assume that is what you are interested in);

the ODPP is slightly different from other traditional law firms and organisations as there is no graduate program. The ODPP hires lawyers at the 1LG Legal Officer level. To apply for a 1LG position, you must be admitted or be eligible to be admitted within a time proximate to the recruitment period. That means that you have to have already completed your PLT.

There are no set criteria in terms of the pathway to being a 1LG Legal Officer. A number of people tend to be recruited from the courts, having previously worked in judicial support type roles. For example, before working at the ODPP I worked as an Usher to a Judge at the District Court. This role allowed me to see the behind the scenes of life at the court while completing my PLT at the same time. However, Legal Officers tend to come from a diverse array of backgrounds, including people who have never previously worked in criminal law. If you are appointed as a Legal Officer, no matter your background, you will be closely mentored and developed to ensure that you are capable of managing your files and appearing in court.

If you want to work in criminal law, the ODPP (in my humble opinion) is the best place to start your career. The training and opportunities for development as a criminal lawyer are unmatched. Beyond that, being a State Prosecutor is a privilege. While it sounds trite, it is something that I am constantly reminded of. The work is interesting and meaningful, and you are performing an essential service for the public. It is extremely fulfilling, and if it is something you are interested in, I would definitely recommend it as a career path.

LIFE AS A WILLS AND ESTATES LAWYER

Matthew Petriwskyj, Associate at Culshaw Miller Lawyers

Hi everyone,

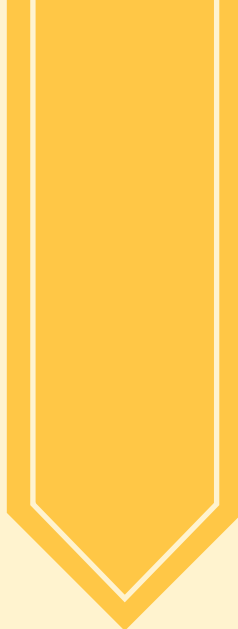
As a short introduction, I am an associate at Culshaw Miller Lawyers. I predominantly work in Wills and Estates and have since I was admitted just over 3 years ago. Before this, I worked in a full-service boutique firm during law school where I got exposure to many areas of law, which was invaluable to me when navigating life post-admission.

Why did I choose Wills and Estates you might ask? Well, it's surely not a glamorous area of law akin to the high-rollers you see on the likes of "Suits". In saying that, it is a really rewarding area of law where you get to help people during what is sometimes their most difficult time in their life.

No two days are the same for me. One day I could be drafting complex estate planning documents for a high net-worth client, or the other I could be helping a grieving widow navigate the legalities of losing their spouse of over 60 years. My practice also requires me to interact with other areas of law such as property law, contracts, trusts and equity. This hand-on front-of-house experience means I have learnt things that never could have been replicated in law school.

This is definitely an area of law where people skills and emotional intelligence are a must. Your clients are not business-savvy companies seeking advice on a big transaction – they are people with interesting and intricate backgrounds and you will most definitely come across stories so wild you literally could not make up.

If you're not sure what area you might want to practise in or do with your degree, my advice would be to consider venturing outside of your comfort zone. There might just be a niche area of law waiting out there for you that you have never considered working in, or maybe never even knew existed. Working in the law can be whatever you make of your hard-earned studies and expertise. It is totally okay to change your mind or decide you need a change of scenery - the beauty of our profession is that there are so many opportunities out there for you!



MERGERS AND ACQUISITIONS AT A GLOBAL FIRM

Jasper Johnson - Senior Associate, Mergers & Acquisitions, Herbert Smith Freehills Kramer

THE PATH TO HERBERT SMITH FREEHILLS KRAMER

The usual path to a Graduate position at HSF Kramer is through the clerkship program, where penultimate year students spend four weeks working closely with lawyers and Partners on real matters.

After clerkships you'll be left with the important decision of choosing where to start your legal career. For me, this decision was made easy when I considered what each firm offered me. So, what did HSF Kramer offer? It was the opportunity to work with incredibly smart and dedicated people who constantly encourage you to become the best lawyer you can be. The firm emphasises professional development at its core and will have you working alongside market-leading experts on exciting and high-profile matters from day one. The firm is truly international – with 24 integrated offices around the world, almost every matter has some international element, which is perfect if you have an interest in the commercial world beyond Australia.

LIFE AS A GRADUATE

Graduate lawyers at HSF Kramer complete three six-month rotations in different practice groups. During my time as a Graduate I rotated through Banking & Finance (Perth), Mergers & Acquisitions (Perth) and Mergers & Acquisitions (Singapore).

HSF Kramer Graduates are key members of the teams they rotate through. In this role

they may attend Court, draft core commercial contracts, join client meetings and calls, research niche legal points, review market practice, assist with writing legal advice, and take responsibility for coordinating elements of a transaction. In addition to legal work, Graduates organise and attend fun events, become deeply involved in the firm's various community initiatives, and represent the firm at business development events.

A key difference between law school and working at a global law firm like HSF is that you are advising real people that are facing real problems – often involving millions of dollars and complex commercial pressures – with no clear answer. This can be scary, but it is also what motivates you to consistently do your best and learn from those around you.

HSF Kramer goes to great lengths to create an environment where Graduates are encouraged to think independently, commercially and creatively. From day one, Graduates are allocated a Supervising Partner, Senior Associate and Solicitor ('buddy') who are each individually responsible for providing coaching and mentorship. The informal and frequent discussions with these people (as well as the broader team) creates an immediate and organic feedback loop, which allows Graduates to continuously grow and learn from their successes and mistakes. You'll be surprised how much you will learn in your first year.

WORKING INTERNATIONALLY AS A GRADUATE

At HSF Kramer, all Graduates have the opportunity to apply for an international secondment for their third (or optional fourth) rotation. I completed my third rotation in our Singapore office in the Mergers & Acquisition team.

HSF Kramer's international rotations are incredible opportunities to slingshot your career by expanding your network and putting your legal skills to the test in new sectors and markets. My time in Singapore saw me working on massive cross-border transactions with leading lawyers from all around the world.

LIFE AFTER THE GRADUATE PROGRAM

Once you have completed your Graduate rotations you are left with the important decision of where to 'settle' (read: permanently join a practice group). HSF Kramer has a large number of practice groups which means that Graduates tend to have a lot of settling opportunities. I was personally drawn to Mergers & Acquisitions because it allows me to work on high-profile corporate transactions that are transformative for our clients, and it provides the right balance (for me) between commercial strategy and legal analysis.

WORKING IN MERGERS & ACQUISITIONS

Mergers & Acquisitions broadly involves advising clients on their acquisitions and divestments, which are usually major strategic events for a business. Lawyers play a key role in this process from the initial structuring phase through to implementation. As part of the role, lawyers analyse and advise on

legal risks and structures, conduct thorough due diligence, draft and negotiate complex agreements (e.g. share sale agreements), and ensure compliance with various regulatory frameworks. Working in M&A allows you to gain exposure to corporate strategy and growth, making it an exciting and rewarding career path.

At HSF Kramer Perth, the Mergers & Acquisitions team also advises on equity capital market transactions (assisting corporate clients to raise money via equity subscriptions), joint ventures, commercial contracts, mining, and also provides general corporate and regulatory advice. This broad mix of work means there is a lot of variety in the team and no two days are the same.

I would strongly encourage law students with an interest in corporate strategy / finance to consider a career in M&A.

For further information about the recruitment process at Herbert Smith Freehills Kramer, please contact Beth.Soliman@hsf.com.

WORKING IN LOCAL GOVERNMENT LAW

Tim Beckett, Partner at McLeods

McLeods Lawyers is a boutique law firm which primarily practices in local government law. The firm was founded in 1980 by Denis McLeod, a pre-eminent town planning lawyer who was recognised as the Law Society Lawyer of the Year in 2012 and was recognised with an Order of Australia award in 2024 for significant service to the law, urban planning, and the community of Western Australia.

McLeods represents the majority of local governments in Western Australia, with established practice areas in planning and environment law, governance, administrative law, property, commercial litigation, and prosecutions and compliance.

Representing local government clients presents a unique challenge, as local governments provide a variety of essential public services for ratepayers and are required to administer a broad range of statutory functions for the community.

Local governments have important functions as decision-makers and permit authorities, culminating in frequent administrative review proceedings in the State Administrative Tribunal. In particular, McLeods has a strong reputation in town planning and environmental law, as local governments are at the forefront of implementing planning and development controls within Western Australia.

Local governments are also responsible for administering substantial projects and services within their districts, which can give rise to complex contractual disputes and commercial property transactions. These

types of matters may result in litigation and/or dispute resolution proceedings in a number of different jurisdictions.

McLeods also has a well-established practice in governance, as the functions and responsibilities of councils and councillors are strictly regulated under the Local Government Act 1995 and local governments must be transparent and accountable in the exercise of their general functions. McLeods works closely with executives in local government and has had a close working relationship with Local Professionals WA for many years.

Local governments are also responsible for the enforcement of various legislation within its districts. This practice area includes more substantive and commercial matters – such as planning, building, food, and animals – and, for especially brave practitioners, other matters such as parking enforcement. McLeods frequently represents local governments in Magistrates Court prosecutions for matters of those types.

While the concept of ‘local government law’ represents a very narrow slice of the legal profession, local government clients require representation and advice in an extremely wide variety of practice areas. At McLeods, practitioners get to operate within a private law firm, acting for large clients whose legislative function is the good governance of their district. The work is challenging and rewarding and practitioners have a range of opportunities, which include advocacy, litigation, general advice, and commercial transactions.

In recent years, junior practitioners at McLeods have had the opportunity to appear as counsel frequently in the State Administrative Tribunal, Magistrates Court, and the Supreme Court. Junior practitioners are exposed to direct client contact at an early stage and are encouraged to work independently, to establish client relations and develop high level skills as quickly as possible.

McLeods will typically offer paid vacation clerkships at least once per year and has been active in employing graduates during the last 5 years.

When considering prospective clerks or graduates, McLeods prioritises strong problem-solving abilities, excellent interpersonal skills, and the ability to work independently.

10 THINGS I WISH I KNEW BEFORE MY CLERKSHIP

As a law student, you probably have lots of questions about clerkship programs. Clerkships offer invaluable first-hand experience and often act as a stepping stone to bigger things, with many people going on to graduate positions afterwards. We spoke with recent Allens graduates who offered up some great advice on things they wish they knew before beginning their clerkship.

Everyone wants you to succeed.

You aren't expected to know it all, and mistakes are a given and an important part of the learning process. We're here to support and guide you through your clerkship. Our firm is filled with excitement each time a new clerk cohort starts with us, so make the most of the enthusiasm! Be eager to learn, maintain a positive attitude and ask for feedback on your work. Our clerks are allocated a network of mentors who provide work, oversee your development, and support you during your time at the firm and beyond.

Partners are just regular people.

As a law student, you may feel intimidated by senior lawyers but just remember they were once in your shoes, remember what it's like, and are genuinely interested in you, your experiences as a student and relating to you person to person. Approach them just like you would any other person you encounter in a professional context.

Ask a lot of questions!

We don't expect you to know everything, but we do want to see that you are interested in learning. If you aren't sure about something, don't be afraid to ask a colleague. If you get lost halfway through a task, go back to the

person who gave you instructions – they will appreciate you checking in. It can be easy to waste time trying to figure something out yourself, when all it takes is a few minutes to ask a question and move a problem along.

Accept the coffee catch up.

Even if you've already had multiple coffees! (Get a tea or a decaf instead). Sometimes people overthink tasks and convince themselves they're too busy for a quick coffee, but in reality, you'll almost always have time. After all, getting to know your team is one of the most important parts of a clerkship, and doing so over a coffee is a great opportunity to ask questions.

Be open minded.

And enjoy the experience. Your clerkship is an opportunity to try a range of different work types, so keep an open mind and expose yourself to as much variety as possible. It's also a great opportunity to meet lawyers from all kinds of backgrounds, so don't be afraid to reach out. There's a lot of knowledge to be gained if you're open to receiving it.

Get involved!

As a firm, Allens has a strong commitment to driving change and shaping the future – in our clients' businesses and industries, in our communities, and in our own firm. There are endless opportunities for you to contribute and make a difference, so don't be afraid to follow your passions, put up your hand and take advantage of opportunities to get involved in the life of the firm.

Communication is key.

And it's important to speak up if you're unsure

about something or need help – all you need to do is ask! Our people are more than willing to assist as they've all been there before. It's important to remember you're part of our firm when you start as a clerk – we see you as our next graduates and lawyers, so don't be nervous to say hello and chat to your peers.

Recovery time is essential.

Ensure you're getting enough rest throughout your clerkship program. Navigating nerves and excitement in a new environment, combined with new learnings will mean you'll need down time and eight hours of sleep each night.

Write a list of everything you want to achieve.

It's important for your development that you are exposed to a number of pieces of work varying in nature and complexity throughout your clerkship. We encourage you to proactively ask for work and seek out feedback to ensure you're getting the most out of your experience.

Be yourself.

And the type of person you want to work with. We value authenticity and we want to work with clerks and graduates who value this too. Diverse perspectives help solve complex problems, strengthen teams and enrich client relationships. The more you enjoy working with a diverse range of people, the greater your success will be. It's easy to be intimidated by others who are naturally more extroverted, but if you're an introvert there is no need to pretend you are not. At the end of the day, being yourself will allow you to do your best work and forge the most authentic relationships. On the other hand, if you're an extrovert, embrace it and don't be afraid to let your voice and personality be heard! So there you have it – 10 things you now know before you begin your clerkship.





