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My name is Linda Lim and this year I took on the summer project of editing the third edition of The New Zealand Law Students’ Careers Guide.

I have been fortunate enough to take over from hardworking previous editors (Nick Fenton and Michael Smol in 2014-15, and Ella Maiden in 2015-16), who created a comprehensive guide which I only had to update. I wanted to include more information about career options outside of the private sector, as well as emphasise the importance of maintaining balance in our lives during the busy application process, throughout university, and once we enter the working world.

I began editing this guide in the fourth year of my law degree, questioning whether I even wanted to work in law. I definitely felt the irony in creating a law careers guide after a rather unsuccessful clerkship application season! However, after a summer of researching, interviewing and writing about the many different options available for law students, I feel invigorated about finding the right path, whether in law or not.

There are so many options available for law students, whether you are interested in working in policy, or as a criminal, corporate or in-house lawyer. The law degree provides a wealth of opportunities for us as far as we choose to look. I had the pleasure of interviewing practitioners who have devoted their lives to the law; Marie Dyhrberg QC still has the passion and drive of a newly admitted lawyer even after years of criminal defence work. It was truly inspiring to hear her stories. We can look overseas for a bigger market that offers many opportunities for hard-working New Zealand students. Melanie Nutbeam and Andrew Steele were eager to discuss their experiences working abroad following the completion of their LLBs and the successes they have found. It has been eye-opening to meet so many passionate and driven people across a wide range of career fields.

To all students as you begin the next stage of your professional lives, remember to look far and wide – there are so many interesting job opportunities out there. This guide is an overview, but there are so many more options available. Best of luck!

Linda Lim, Editor.
The Auckland Law School is delighted to be able to support *The New Zealand Law Students’ Careers Guide*. Students who graduate with a law degree are prized by employers for their ability to research, write, analyse and reason. They consequently end up in all sorts of careers. Chief Justice Elias, and Supreme Court Justices Glazebrook, and Ellen France are Auckland Law School graduates, as are many other judges, QCs, and other prominent members of the legal profession. We have alumni working in law firms throughout New Zealand and in cities as diverse as London, New York, Sydney, Hong Kong and Dubai. Our graduates include the chief executives of the Virgin Group and the Commonwealth Bank of Australia, Ministers of the Crown, and the heads of major charitable organisations. Some have even become law professors and legal academics!

Only half our graduates work in the legal profession and the judiciary. Just as many work in business, government, and an enormous variety of other fields. Law affects all areas of society meaning that it is just as possible to work in sport, entertainment or security-related fields as it is in banking, regulation and policy advice. New Zealand law graduates are as highly regarded internationally as they are domestically and good numbers end up working for law firms, businesses, and international agencies, courts and tribunals around the world.

I would like to commend Linda Lim for all her hard work in bringing this Careers Guide together. It provides a marvellous introduction to the career options available to New Zealand law students, as well as how to apply for internships and job opportunities.
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Starting Your Career

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

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

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

• What kind of work do you like to do? The best work is the work you enjoy, and are good at. This is far more important than any other perks a job might have.

• What do you want from a job? Whether you seek intellectual stimulation, financial reward, or to serve others, it is helpful to identify what your goal is for employment.

While career decisions are important, they are far from permanent. As the people profiled throughout the guide can attest, new opportunities become available, and a change in direction can lead to exciting new experiences.
Criminal Law
The punishment of criminal acts, with the Crimes Act 1961 being your port of call. You can either work in prosecution (acting for the Crown in trying to prove that the offender committed the crime) or in defence (acting in the best interests of the offender i.e. innocent until proven guilty).
Check out: Meredith Connell (p31), Kayes Fletcher Walker (p61), Marie Dyhrberg’s profile (p70), Public Defence Service (p68), Citizen’s Advice Bureau (p77), Community Law (p78).

Public Law
This is the body of law that governs the relationships between the government and its citizens. The Attorney-General advises and acts for the government in regards to the legality of regulatory laws. Legal teams, that act for the citizens or businesses affected by a policy or regulation, advise and make submissions to the government body with the purpose of shaping regulatory outcomes. They can also act for the citizen by judicially reviewing a decision which is deemed unlawful.
Check out: Law Firms section (pp26-63), Government Legal Network (p65), Community Law (p78).

Environment and Resource Management
This is the area of law that governs how people can interact with the environment. Commonly, legal teams act for businesses and councils in gaining resource consents and advising the client on environmental risks/responsibilities they have when starting a new project.
Check out: Law Firms section (pp26-63), Berry Simons (p56), Government Legal Network (p65), Auckland Council (p71).

Property
The laws governing the buying, selling and ownership of property. Legal teams protect their clients to ensure that the transactions will work in their best interests.
Check out: Law Firms section (pp26-63).

Competition
Laws that protect the competition between firms to ensure that they act ethically towards each other and their consumers. Legal teams act for a client in; gaining clearance from the NZ Commerce Commission, handling mergers and acquisitions and structuring joint ventures.
Check out: Law Firms section (pp26-63).

Tax
Legal teams give advice as to direct and indirect taxation issues. You can work for businesses, international investors, the council and charitable organisations.
Check out: Law Firms section (pp26-63), Corporate Advisories section (pp86-89).

Human Rights
The Human Rights Commission has sole power to resolve disputes relating to discrimination. A person would need to be advised by a legal team as to whether they have been victim of discrimination before they can go to the HRC.
Check out: Community Law (p78).

Intellectual Property
The law governing the protection of any person’s ideas; inventions are protected by Patents, brands and logos are protected by Trademarks, product appearances are protected by Designs, new plant varieties are protected by Plant Variety Rights and original works are protected by Copyrights. Legal teams act for a client in advising them on their legal rights in regards to their ideas, resolving disputes and providing submissions to government on issues affecting intellectual property.
Check out: Law Firms section (pp26-63).

Māori and Treaty of Waitangi
Legal teams usually work alongside iwi and other Maori organisations in treaty settlements and other matters such as resource management and intellectual property. Teams are knowledgeable in tikanga Maori law and work to establish strong relationships between Maori and non-Maori entities.
Check out: Law Firms section (pp26-63).

I Don’t Want to Be a Lawyer
Just because you have a law degree does not mean you have to become a lawyer. There are plenty of other things you can do with your degree such as corporate advisory work, financial analysing and politics.
Check out: Corporate Advisories section (pp86-89), Melanie Nutbeam’s profile (p11).
Building Resilience – Jan Blair

Life as a student at law school can be a real challenge. You need to adjust to a new environment – deal with new concepts, subject content, ways of thinking and meeting deadlines (often multiple ones) tutorials, tests, presentations, social events and in most cases work commitments – as well as endeavouring to achieve some balance to your life.

As a consequence, you will need to develop the ability to function effectively under pressure, avoid burn out, manage stress, develop resilience and the skills that will enable you to thrive on the challenges you face and achieve to the best of your ability at law school.

It could be said that the stresses and challenges you face throughout your studies are not dissimilar to your future life as a lawyer.

The real key to success is to develop strategies to cope with pressure, and stress and more than anything is to build resilience (individual stress management), and an ability to bounce back from adversity. A relevant mantra to consider, and apply, is “when the going is tough, the tough get going”.

Also never forget that everyone is anxious – not just you.

Helpful Tips to Manage Stress:
- Sleep at least 7-8 hours
- Take care of your body
- Maintain a healthy diet
- Limit caffeine, alcohol, etc
- Hydrate (2 litres of water per day at least)
- Maintain regular exercise
- Massage
- Take 30 minutes each day to spend “alone – me time”

Take and Learn:
- Catnaps
- Relaxation exercises
- Visualisation (achieving and succeeding)
- Positive self-talk
- Forehead massage
- Breathing in for 8, hold for 8, out for 8
- Sing and listen to relaxing music
- Stretch
- Meditate
- Maybe learn yoga

Relationships:
- Maintain healthy positive relationships with friends and family
- Get involved in law school, student life and events
- Form and attend study groups

Personal Management:
- Work smart – if you work more effectively in the morning, do the more difficult tasks then and vice versa
- Develop effective time management skills. I suggest only having on your daily “to do” list what you could achieve in that day – list no more than 5
- Stay in the now. Concentrate on the daily list – not the end of the week or next week
- Do create a long-term plan as well – but plan only what is manageable for the day
- Ensure your daily plan is balanced – not just work or study (e.g. put in exercise and time with friends/family as well)
- Attend relevant workshops available to you e.g:
  - CV preparation
  - Interview skills
  - Time management
  - Building resilience
  - Wellness
- Talk to someone – seek help if you are anxious or dealing with difficult personal or work related issues

For Study Issues/Extensions:
- Talk to your supervisor
- Tutor
- Student services

For Personal Issues:
- A counsellor
- Student health
- Your GP

Learn to Relax:
- Walk with awareness
- Connect to your body. Know when it is not functioning well
- Study things that interest you
- Listen to or play music
- Draw; paint; colour in
- Be in nature
- Meditate
- Maintain a spiritual dimension
- Focus on a calm relaxed pleasurable feeling (practise)
- Be in the moment – now
- Maintain correct posture, inhale from belly, not upper body
- Learn relaxation exercises
Some further useful tips to shrink your worries and day to day anxieties:

- Is it really your problem?
- Share it with someone else. Others will welcome your trust.
- Put it on paper. It’s easier to see it in perspective.
- Raise your shoulders, then drop them. Relax your whole body.
- Inhale deeply, exhale with a sigh a few times. Let your tension go as you breathe out.
- Give yourself 15 minutes to concentrate on your worry, then firmly leave it behind.
- Do something physical. Give your tension an outlet.
- Look for some humour in the situation.
- Imagine a few years from now. How much will it matter then?
- Find a good side as well as the bad.
- Picture the worst that can really happen. How likely is it?
- Say “stop”, pause and steady your thoughts. Now take a fresh look.
- Notice something enjoyable around you. Get into the present.
- Get up earlier to prepare to face it.
- Surround yourself with joyful colours, sounds and use your strengths.

Remember that once you have developed resilience and applied the skills to maintain a healthy balance to your life, they will form the foundation for ever.
Blending the Spheres – Work and Life  
by Julia Batchelor-Smith

Standing on the precipice of a legal career, you will naturally have questions about the reality of being a lawyer. Is it all it’s cracked up to be? What will life be like in an office, day in day out? And of course, there’s the issue of work/life balance. Is it really possible to achieve, or should you relinquish any thought of a balanced life post-graduation?

It’s true that balance, in the conventional sense, can be challenging to attain. The legal profession is stressful, and lawyers often lament how difficult it is to reconcile out-of-work demands with considerable daily professional pressures. But the good news is that happiness is only a mind-set shift away. Because what we’re really seeking is not “balance” per se; it’s contentment, both at home and at work. In today’s society, work/life blending is a more realistic means of achieving happiness than striving for the outdated concept of balance.

Why do I think blending is the way of the future for the legal profession? Put simply, I argue that work/life balance – even if you managed to achieve it – won’t make you happy. By definition, the term denotes two competing forces. Too much of one means not enough of the other. So in its purest form, work/life balance is theoretically achieved when the on-the-clock hours piling up on one side of the scale don’t outweigh those precious moments with loved ones on the other. This notion attained buzz-word status in the nineties, and securing balance between the two spheres has been held out as the touchstone of a happy life ever since.

Effective blending, on the other hand, is the concept of having one contented life, rather than two that you interchangeably switch between. Given the technological advances of the past two decades, I think balance is something of an outmoded concept – we just can’t demarcate “work” from “home” that rigidly anymore. Work/life blending focuses very much on seeking one contented life, rather than separating two spheres. And I think it’s a far more realistic goal for lawyers.

From a common sense perspective, balancing work and home life must be an outdated concept. iPhones are routinely provided to lawyers. Mobile numbers are printed on business cards. Checking emails at home is now the norm rather than the exception. The lines between home and work are increasingly becoming blurred. I think we need to adapt accordingly by embracing that, by blending – and by giving up striving for balance once and for all.

Here’s the trick – you need to embrace work/life blending on your terms. Work/life blending doesn’t have to mean that you’re constantly on the clock; in fact, it shouldn’t. If it’s done right, blending your home and work lives can have a positive impact on your wellbeing and your overall enjoyment of your day-to-day life.

To make blending work:

- Reframe your starting point. Don’t waste mental energy on trying to demarcate your happy place (home) from the place you begrudgingly go to from 9 to 5 (work). Reframe your thinking: yes, you spend part of your life in one place, and part in another; however, both places are part of your (singular) life. Focus on the rewards that each provides (for example, work may offer professional fulfilment; an income to sustain your lifestyle; and a network of friends, whilst home is a sanctuary for relaxation; allows you to spend time with your family; and is a place to pursue other passions).

- Set fluid boundaries. If you accept that work will sometimes encroach on home, and vice versa, then you’re far less likely to feel resentful. Make peace with your blended life: sometimes, you will get called at home. Sometimes, you’ll need to leave work to deal with a personal matter. And that’s OK, as long as your boundaries are fluid enough to cope. Don’t get yourself worked up about answering a work email at home. Deal with it, and get back to enjoying being at home.

- Look for opportunities in your schedule. For example, you may work five days a week, but feel as though you have no time for your friends. See your lunch breaks as an opportunity to schedule that long-overdue catch up. Maybe you feel you don’t have enough quality time with your partner. An out of town work trip may be an opportunity to tack-on a long weekend, or a chance to see a friend in that city. View your commitments in a new light and look for the blending opportunities that arise from them.

- Make it work for you. Figure out what level of blending you’re comfortable with, and adopt it wholeheartedly. Just as balance means different things to different people, so too does blending. The trick is working out what it means for you; embracing it – and hopefully achieving your own blend of balance as a result.

In my view, it’s liberating to give up chasing elusive work/life balance. Make peace with the blended way that we have to live, and focus your energies on contentment – whether you are at home or at work – instead.

Julia Batchelor-Smith is a Senior Associate with MinterEllisonRuddWatts. She is the author of Balancing Work and Life: A Practical Guide for Lawyers (Lexis Nexis 2015), providing effective strategies for navigating the daily challenges faced by legal practitioners, and is currently writing her second book to be released in 2017.

Julia is married to Chris and has two young daughters, Allegra and Zoe. She comments regularly in the media on issues impacting busy professionals and the working parent. Julia is also a sought-after speaker, having spoken widely at government, university, and professional body events.
Becoming a Lawyer in New Zealand

To become a practising lawyer in New Zealand, you must meet the following requirements:

**Step One:**
Complete your LLB/LLB (Hons) degree.

**Step Two:**
Complete a Professional Legal Studies (Profs) course.

Your LLB may be the intellectual foundation of a legal education, but Profs is a competency based skills course, focusing on the practical side of being a lawyer. The completion of Profs is necessary if you wish to become a practising lawyer. Profs assists you to transition to the workplace. It equips you with the skills and knowledge required for practice in New Zealand irrespective of the area of law in which you might be engaged.

You will learn how to take effective client instructions and provide sound and pragmatic advice. Areas covered by Profs include preparation for court appearances, legal drafting skills and interactions with clients and other lawyers. As an LLB is a prerequisite for beginning Profs, many people work while taking the course. Legal employers are encouraged to accommodate this by providing time off during the process, and some cover the costs of the course.

There are two providers for Profs in New Zealand:

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

**The Institute of Professional Legal Studies (IPLS):**
IPLS offers a choice of four courses including a combination of onsite and online learning, online seminars with weekend and evening onsites and full-time onsite options. IPLS assesses your competency in a wide range of transferrable skills rather than focussing on specific transactions.

**Step Three:**
Acquire a certificate of completion from the NZ Council of Legal Education. This is a document recognising the completion of a law degree and Profs.

Obtain a Certificate of Character from NZLS ahead of admission.

**Step Four:**
Admission to the roll of Barristers and Solicitors of the High Court of New Zealand (applicants must hold a current practising certificate issued by the New Zealand Law Society). This can be achieved by following the completion of all previous requirements.
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My tutors at the College of Law were all very experienced in their respective fields. They provided invaluable real-word, knowledge and advice in a fun and inclusive environment. I thoroughly enjoyed my time studying with the College of Law and would not hesitate to recommend their Professional Legal Studies course.

- CHRIS CARRINGTON
2016 AUCKLAND PLSC STUDENT

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Australia

The legal structure
Australia is made up of different states and territories and each of these are self-governed with separate jurisdictions. However, the law passed by the Parliament of the Commonwealth applies to every state/territory in Australia. The structure within each jurisdiction is similar to New Zealand in that it follows the common law model, with statutory laws binding the Courts.

The court structure is different to New Zealand:
• Each jurisdiction has its own Supreme Court.
• The High Court of Australia is the federal court and hears appeals from every jurisdiction. The Court has the power to deem laws, which may have been validly passed by parliament, unconstitutional and therefore invalid.

The equivalent to New Zealand’s “big three” law firms are known as “top-tier”. These include Herbert Smith Freehills, Allens Linklaters, King & Wood Mallesons, Ashurst, Clayton Utz and Minter Ellison.

Admission
Being admitted to practise in Australia is surprisingly easy for a qualified New Zealand lawyer. Under the Trans-Tasman Mutual Recognition scheme, a New Zealand lawyer who has been admitted to practice in New Zealand can practise in Australia without any further examinations or testing. A recent graduate who has not completed Profs, but wishes to work in Australia can complete the Australian Profs equivalent.

Because Australia is made up of states and territories any person who wishes to be admitted in Australia should contact the Bar Association or Law Society in the state or territory they wish to work in.

Helpful links:
www.lawsociety.org.nz/for-lawyers/joining-the-legal-profession/working-overseas

United Kingdom

The legal structure
England and Wales: England originated the common law principles that New Zealand follows.

Northern Ireland: follows the Irish common law and Irish statutory laws.

Scotland: mixed legal system of civil and common law principles. For civil cases the main court is the Court of Session and for criminal cases the main court is the High Court of Justiciary.

The highest Court of Appeal in each jurisdiction is the Supreme Court of the United Kingdom, previously it was the House of Lords.

The equivalent to New Zealand’s “big three” law firms are known as the “Magic Circle.” These include Allen & Overy, Clifford Chance, Freshfields Bruckhaus Deringer, Linklaters and Slaughter & May.

Admission
A qualified New Zealand lawyer can be admitted to the roll of solicitors of England and Wales under the Qualified Transfer Scheme Regulations 2011.

If transferring as a solicitor, a person must apply to the SRA using the Qualified Transfer Scheme. To be eligible you must:
• Be a qualified lawyer in a recognised jurisdiction (New Zealand is a recognised jurisdiction under the scheme).
• Be of good character.
• Have passed the QLTS examinations; this is a multiple choice test and an objective structured clinical examination.
• An applicant no longer needs to show that they have gained work experience.

Helpful links:
www.sra.org.uk for information on eligibility
qlts.kaplan.co.uk for information on QLTS tests
www.lawsociety.org.uk/law-careers/becoming-a-solicitor/routes-to-qualifying

If transferring as a barrister, a person must apply to the Bar Standards Board. To be eligible you must:
• Present a certificate of good standing not older than 3 months which shows:
  • the applicant is a qualified lawyer
  • the applicant is of good character
  • the applicant has not been barred from practising in their jurisdiction
• Provide evidence of academic and professional qualifications

Helpful links:
www.barstandardsboard.org.uk for information on eligibility
United States of America

The legal structure
The American law is made up of constitutional law, statutory law, treaties, administrative regulations and common law. The Supreme Court has the power to strike down any law that Congress passes which they deem to be unconstitutional. Each State has its own jurisdiction and is self-governing but is subject to the federal law.

Admission
Unlike the UK and Australia, it is much more difficult for a New Zealand qualified lawyer to transfer to the American legal market. As the legal system is quite different to that of New Zealand, you will have to complete an LLM at an American University before you will be eligible to pass the bar. The New York bar has made it easier for New Zealanders to pass the bar, without needing an LLM as a prerequisite, however this means that you can only practise in New York. An applicant needs to:

- Be a qualified lawyer in New Zealand (have studied for three or more years in a legal degree).
- Complete the Foreign Evaluation Form at the New York State Board of Law Examiners.

Once approved, the applicant will sit the online bar exam ($750 fee).

Helpful links:
www.internationalstudent.com/study-law

Hong Kong

The legal structure
The Hong Kong legal system is based on the English common law and is separate from the legal system in the People's Republic of China. The highest Court is the Court of Final Appeal (Hong Kong). The top law firms in Hong Kong include Deacons, Mayer Brown JSM, Clifford Chance, Baker & McKenzie, Linklaters and King & Wood Mallesons.

Admission
An applicant needs:

- to be a qualified lawyer in New Zealand
- to have at least two years' work experience practising law
- to be of good character
- have passed the Heads of the Overseas Lawyers Qualification Examination; this examination focuses on conveyancing, civil and criminal procedure, commercial and company law and accounts and professional conduct

Helpful links
www.hklawsoc.org.hk/pub_e/admission/admissionasaSolicitor.asp
Working Overseas: Melanie Nutbeam

Melanie is a Certified Financial Planner, with a Diploma of Financial Planning from Deakin University, a Postgraduate Diploma in Applied Finance and Investment from the Securities Institute of Australia, and completed her LLB/BA at the University of Auckland. She now works in Hong Kong as a highly accredited and award winning financial planning professional. She is a director of the Australian Chamber of Commerce in Hong Kong and Macau and has served on its board since 2004.

When did you graduate?
More than your readers’ lifetimes ago – 1980!

Can you tell me about your job and what it involves doing?
I advise CEOs, corporate managers and the partners and senior staff of legal, accounting, architectural and engineering firms on their personal financial management strategies. I help them make informed decisions on all matters affecting their financial management. This underscores the achievement of their life goals, which are diverse and fascinating.

Did you know whilst you were at university that you wanted to work in Hong Kong?
No, but my insatiable wanderlust plus New Zealand and British passports ensured I was always looking ahead and abroad.

What steps did you take and what choices did you make whilst you were a student that helped you get to where you are now?
I was first woman chair of the Auckland Law Students’ Society and co-editor of Writ (now Verbatim). As there were more law graduates than law jobs, a core focus was encouraging students to consider application of their law degrees across a wide range of areas. Those areas are even broader and more interesting to consider application of their law degrees across a wide range of areas than in the 80s. I practised what I preached, knowing my subjects I’d elected and the fields I was interested in.

Did you need to learn Cantonese or has English been sufficient?
No, English is technically the second language here and used, for example, in Hong Kong universities. Cantonese, a dialect of Chinese, is mainly spoken while Mandarin, also a Chinese dialect, was given a boost by the transfer of sovereignty (the Handover in 1997) and as “connectivity” increases between Hong Kong and Mainland China. Both Cantonese and Mandarin are tonal languages and quite difficult to learn. I speak taxi-Cantonese – enough to get me home and enjoyably around our markets. Amusingly, I’ve studied French on and off for years and, with an influx of French nationals to Hong Kong, find I hear and speak French regularly. Who knew?!

Did you have pre-existing connections in Hong Kong? How did you make connections and put down roots once you got there?
One of my best friends at school and law school came to Hong Kong 8 years ahead of me (while I’d moved to Sydney and Melbourne) to work as a Crown Prosecutor. She and another friend who was a smart, adventure-seeking, journalist, said “Mel, come to Hong Kong. You’ll love it”. I came on spec, found a niche within 6 weeks and, well, 23 years have flown by.

Networking is the name of the game here. You need to be quite outgoing or able to fake it until it comes naturally. I joined the Australian Chamber of Commerce immediately and have now been on its board more than 10 years. I was also president of the Financial Women’s Association. Both enabled me to forge invaluable and long-standing professional and personal connections. Similarly, membership of the New Zealand Chamber of Commerce, the Foreign Correspondent’s Club and the Royal Geographical Society have extended my knowledge and networks.

How has your law degree been helpful? Do you think students who have a law degree, but perhaps not a degree in commerce, would be able to find success in Hong Kong?
My law degree has been the foundation of my business world. I’m the “go-to” person when my clients need advice across a range of areas including not only their investments but also the totality of their personal and family financial matters. A sound working knowledge of the operation of law in relation to contracts, regulatory matters, employment, tax, matrimonial issues, trusts and estate planning is vital. Even better when it’s cross-jurisdictional. I’ve also run businesses here and managed people so my knowledge of law has helped there too.

There are about 2,000 New Zealanders living and working in Hong Kong, more when including dual passports, and many are law graduates. There’s a long history of New Zealand law graduates working within the Justice Department, with various regulatory bodies, and with law firms here. Over the years I’ve met more and more working as in-house counsel on legal and compliance matters for major international corporates. Many come directly from New Zealand and many come after a stint in the UK. Oh, and there are many Kiwis working in sports here now, especially rugby!

What are the advantages of working in Hong Kong as opposed to New Zealand or another country?
I love New Zealand, go home regularly, and expect to live there again but I’m indebted to Hong Kong for its welcoming, business-friendly and vibrant international community which provides a global inter-connectedness that’s hard to replace. It makes working and living here exciting, intellectually stimulating,
and fun. You never know who you’ll meet, where they’ll be from and the perspective they’ll bring given diverse backgrounds and experience. You learn to listen first, to suspend judgement and to seek to understand.

Plus, having lived and worked in Australia (advising doctors, dentists and lawyers) for 8 years before I moved here, I knew that, having put down tentative roots, it can be easy to end up away from home for a long time. I’d thought about living in the United Kingdom but made a conscious decision that it really was just too far from family in New Zealand. Geographically, Hong Kong is half way between Australasia and Europe and right on our back door-step there’s all of Asia to play in. That, and its low tax regime, make it a super place for seeing and trying to understand the world while building a career.

What are the disadvantages?
Being away from all the advantages of New Zealand! Less busy streets, beautiful beaches, clean air, farm-fresh food, family and cultural ease and references.

Technology has, of course, eased the tyranny of distance. WhatsApping, Skyping, Instagram, Facebook and Spotify make staying in touch so much easier.

Something to bear in mind about Hong Kong is that, with a population of 7.3 million, of which about 1.2 million live on Hong Kong island itself, we are the fourth most densely populated city in the world. Most people live in apartments which are comparatively small and extremely expensive. It can take a while to adjust to both aspects.

What other opportunities are available for law students in Hong Kong?
Hong Kong still has a remarkably, and comparatively, open-door policy for those with skills and expertise to offer. Employment sponsorship is generally initially required to work here and, after 7 continuous years, an application can be made for permanent residency. Hong Kong rewards new comers who are prepared to take a chance, backed up with hard work. As part of China, we are very user-friendly for those wanting to explore business opportunities on the Mainland. Opportunities abound across traditional law areas but also in business innovation and entrepreneurship.

What do you think employers in Hong Kong are looking for in hiring employees from overseas?
Nowadays, people who don’t necessarily expect expatriate benefits like housing or children’s education expenses, and who are flexible, hardworking (international conference calls at all hours) and prepared to travel for the job. A sense of adventure and tolerance goes without saying, as freaking out at assignments in challenging locations is not helpful. The cool, calm collectedness and pragmatic approach of many Kiwis goes down well here.

What have you found most surprising or interesting about living and working in Hong Kong?
Our country parks. I’ve trained here for two marathons, become an avid hiker and a mountain climber. On the professional front, I’ve found the ready acceptance of women in business refreshing, encouraging and a spur to success.

Is there any other advice you would give to law students seeking employment in Hong Kong?
Come with an open mind, your ears pinned back, and your sleeves rolled up.
When did you graduate?
1998.

How did you choose and pursue your specialisation?
If you intend to specialise, it makes sense to get some hands on experience in a few practice areas before making a decision. At Russell McVeagh, I was able to experience property, resource management and litigation. It only took one (slightly nerve-racking) appearance in Court to deter me from a career in litigation. I found that I enjoyed the transactional nature of real estate law. Real estate law is very tangible. That is, I can watch the property developments that I’ve documented take shape. I’m able to walk around Auckland, Sydney, Melbourne and Brisbane and see office towers, hotels and industrial estates that we’ve helped our clients build, lease and divest.

Did you know what you wanted to be at university, or did you figure it out through working?
I knew what I didn’t want to be. It was only through working that I achieved clarity on where I wanted to take my career.

How did you transition from working at Russell McVeagh in New Zealand to working in Sydney? Did your firm assist you in making the transition, or did you have to arrange that independently?
I approached a legal recruiter who facilitated interviews with a few firms in Sydney. Once I’d met with those firms and received offers, my then supervising partner at Russell McVeagh gave me guidance on which offer I should accept. I took his recommendation and spent four years at what is now Herbert Smith Freehills.

What is the reputation of New Zealand law students in Sydney?
Overwhelmingly positive. New Zealand trained lawyers have a reputation for being well educated, hard-working and grounded. A number of partners in Australia’s most prestigious firms are New Zealand trained, including my partners Nikki Bentley (who’s ex-DLA Phillips Fox) and Hamish Dixon (who’s ex-Buddle Findlay).

Does moving from practice in New Zealand to Australia require any special expertise or involve challenges for New Zealand law students?
In my experience, the transition to a practice in Australia is extremely straightforward. In terms of eligibility to practise, the Trans-Tasman Mutual Recognition Act allows lawyers who hold a New Zealand practising certificate to simply take the relevant oath and sign the roll of Australian lawyers. The websites of the Law Societies of the respective States and Territories have further information on this process. The Trans-Tasman Mutual Recognition arrangements are the envy of my colleagues from the UK and the US who are required to complete admission exams to be entitled to practise in this jurisdiction.

Have you found law firm culture different in Sydney?
Should New Zealand law students prepare themselves any differently for working in an Australian firm?
Not at all. That said, a touch of resilience can be handy. Having lived here for 17 years, my accent is now described as “mid-Tasman”. That wasn’t always the case and some of the locals can be fairly uncharitable regarding our wonderful Kiwi accent. I’d also advocate working from home the day after the rare occasion of a New Zealand sporting loss.

Are there many opportunities available for law graduates in Sydney?
Yes, in boom times especially. And, during the economic downturns, law graduates with some insolvency and reconstruction experience are in high demand.

What have you found most surprising or interesting about living and working in Sydney?
The rivalry between the two countries is very much overstated. We are more alike than different and hard-working New Zealanders are welcomed here.

Is there any other advice you would give to law students seeking employment in Sydney?
Seek out New Zealanders working here and make contact. Throughout my career, I’ve found people to be very generous with their time and guidance. If you don’t have one already, establish a LinkedIn presence. Finally, being a great lawyer is partly about intellect. The rest comes down to curiosity, commitment, time and project management skills and your ability to connect with, and understand the needs of, your clients and colleagues.

Andrew Steele is a partner at Henry Davis York in Sydney, Australia specialising in real property law. He previously worked at Herbert Smith Freehills and prior to this, Russell McVeagh in New Zealand. Andrew completed his BA/LLB at the University of Auckland.
Becoming an academic takes a lot of hard work and dedication but ultimately can be very rewarding. The great thing about becoming an academic is that you can start at any point in your career. This section explains what is involved in undertaking a Masters in Laws and the steps needed to pursue an academic career.
Lecturer:
Amokura Kawharu

When and where did you do your postgraduate study?
Cambridge University in 2003.

When did you decide you wanted to do postgrad?
I always knew I wanted to do postgrad but I also wanted to gain practical experience first. I worked for nearly seven years in Auckland and Sydney before doing my LLM – a longer period than most people, but it made sense for me for a number of reasons. For a start, I could save up and pay for it without worrying about the financial aspect. I also picked up some scholarships which helped. Basically the gap between the BA/LLB and LLM helped me in two ways: financially and the discipline I developed from working.

Why did you work in Sydney?
It was a bigger market, with a greater variety of work. I was often given more responsibility for the work I was doing, and the pay was better too. It was exciting to work in a new city, and having to adjust to the different environment was a good experience. That said, a New Zealand law degree is very easily transferable in Australia given the mutual recognition of qualifications. So, I didn’t need to complete any further study. Auckland lawyers are well regarded in Sydney and many considered New Zealanders as if they were qualified in another Australian state.

How did you choose the University you wanted to do Postgrad at?
I thought that if I was going to go to the expense and effort of studying overseas, then I should aim for the best universities overseas. At the time, these included Harvard, Cambridge, Oxford, LSE and NYU. I had lived in Cambridge for a while growing up and I liked that it was a small city, ideal for a student – you could walk, bike or punt anywhere. I was interested in international economic law and Cambridge had a good reputation in that field of scholarship. Overall, it was a mixture of academic considerations as well as personal preferences.

What do you need for a successful application?
I remember when I applied I had to submit a handwritten application and send it in by post. Then I had to wait for the reply – also by post. It seems so quaint now! You need to have a strong academic record. You also need decent references. I wrote to Professor Bruce Harris, as I’d taken his Honours course in public law and he’d supervised my paper for that course. I just hoped he’d remember me enough and would be prepared to write something. Of course, he was very supportive, and as I now know, we write in support of our students applying to study overseas all the time – it’s part of the job. That said, it helps to have some contact with your lecturers throughout university, because it’s much easier to write a full reference on the basis of both your transcript as well as that personal contact. It also helps I think to show you have a vision, or reason why you wish to undertake further study, and to substantiate that either through your extra-curriculars or the courses you’ve taken. My interest was in international trade and investment. Having worked in those areas for several years, I could identify interests I wanted to explore further through postgrad.

What does getting a Masters degree involve and what was the workload like?
You are definitely expected to think and work at a higher level. It is far more focussed than undergraduate work. The reading expectations were a lot higher – I’d get very long lists of readings to do each week. There was an expectation to contribute a lot of my own thinking when participating in class, which was a key difference from my undergrad. I did my Masters by papers rather than by thesis so whilst the class time was manageable, getting through the reading list required a strong work ethic. I was quite disciplined having come from working in corporate law so thankfully this aspect was manageable for me. You’ve got to want to do it.

What is the work/life balance like of an academic? How does this differ from corporate law?
Truthfully, difficult. I have two young children and my husband works in a large law firm. We try to manage things between us (and the brilliant nanny) as best we can. The expectations on academics are quite high in terms of research outputs and delivering research-led teaching. I’ve found that I’m not necessarily working fewer hours than I was while in practice, but I have a lot more flexibility in terms of what hours in the day I’m working. I can prepare my classes and research when it suits me. Sometimes if I’m enjoying what I’m reading or writing, I might just keep going regardless of the time, it doesn’t always feel like ‘work’. I think it will always be hard to find a good balance in whatever job you do while there are young children in the mix.

What do you hope to do in the future? Do you want to continue lecturing or do you have other aspirations?
I’m not currently looking for a big change – with two young kids, it’s not the time. Also, the work of an academic is anyway incredibly varied. My research has changed focus over the years as my interests have changed, and my teaching has followed these shifts. I’ve been fortunate enough to have travelled to other jurisdictions for conferences and research over the years, and have met some truly inspiring people. Apart from research and teaching, there are lots of opportunities for academics to participate in other roles. For example, I gave advice as an independent expert to the Waitangi Tribunal in a claim relating to a trade agreement, and I sit on a few education-related trusts and boards. One of the reasons I came to the University of Auckland was because of its reputation as a great law school. It was a leading school in Australasia and it has been such a privilege to work with the people here – when I first started, it felt like I was working in the shadow of giants. I’ve enjoyed everything I’ve done here. One of the good things about a good law degree is the places it can take you – Auckland prepares you for the best law schools for postgrad overseas, and the best jobs. I’ve now spent 12 years teaching at UoA and I’ve really enjoyed my academic career so far.
Though the LLB provides all the tools needed to join the legal workforce, continuing study towards an LLM can be highly beneficial. Postgraduate study is a perfect opportunity to develop research skills and facilitates specialisation in an area of law. Career-wise, further study is essential for those interested in academia. Additionally, an overseas degree makes securing a job in a different country much easier.

Qualifying for an LLM
Every law school has different criteria for admission into postgraduate programmes. New Zealand programmes generally require candidates to have completed an LLB or LLB(Hons) degree, and maintain a grade point average in the B to B+ range or above. Applications can be strengthened by undertaking a judicial clerkship and having work published. Despite high standards, postgraduate opportunities are not exclusive to top-tier students. There are countless law schools around the world, and capable students should consider applying for an overseas LLM. Those planning on pursuing postgraduate study must prepare from the outset of their LLB. Focus on maintaining good grades and developing relationships with academic staff (as they have usually been through the process themselves). Researching different universities is also important, to gain an understanding of the specific application process and requirements.

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

- your current university
- your destination university (such as Oxford's Rhodes Scholarship and Harvard's Frank Knox Memorial Fellowship)
- third parties (such as the Fulbright Scholarship for study in the US)

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

Auckland University of Technology (AUT)

Qualifying for an LLM
Bachelor of Laws or Laws(Hons) with the ability to demonstrate that the applicant can undertake postgraduate study.

The LLM Courses
LLM by thesis: 120-point thesis between 40,000-60,000 words.

Scholarships
AUT offers scholarships such as the AUT Vice-Chancellor's Doctoral Scholarships which are awarded to high-achieving doctoral students and are valued at $96,000. There is also the Business and Law Postgraduate Academic Excellence Scholarship, awarded to students with an excellent academic record, which covers one year of tuition fees. For more information on the scholarships available visit: [www.aut.ac.nz/study-at-aut/fees-scholarships-and-finance/scholarships/scholarships-and-awards](http://www.aut.ac.nz/study-at-aut/fees-scholarships-and-finance/scholarships/scholarships-and-awards)

The University of Auckland

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

The LLM courses:
LLM by major thesis: 120-point thesis of 40,000 words.
LLM by minor thesis: 30-point taught course and a 90-point dissertation of 30,000 words.
LLM by coursework: 120-point taught courses or 105-point taught courses and a 15-point supervised research.

What can you specialise in?
- Commercial and corporate law
- Public law
- Environmental law
- Human rights law
- International law
- Litigation and disputes resolution

Scholarships
The University of Auckland grants two scholarships per year to high-achieving students (B+ average and above) wishing to pursue an LLM. If paying domestic fees the scholarship is worth $15,000 and if paying international fees the scholarship is worth $25,000. For more information on the scholarships available visit: [www.law.auckland.ac.nz/en/for/future-postgraduates/scholarships-and-awards-25/llmawards.html](http://www.law.auckland.ac.nz/en/for/future-postgraduates/scholarships-and-awards-25/llmawards.html)
The University of Canterbury

Qualifying for an LLM
An LLB with good grades.

The LLM courses
LLM by coursework: three taught courses.
LLM by coursework and dissertation: two taught courses and a 20,000-word dissertation.
LLM by thesis.

What can you specialise in?
This list includes but is not exclusive to:
- Commercial law
- Public law
- Criminal law
- Jurisprudence
- Family law

Scholarships
Canterbury has a number of scholarships available including the Graduates Association Scholarship which grants an LLB graduate from the University of Canterbury $1,500 towards their LLM. There is also the Resource Management Law Association Graduate Scholarship which is valued at $10,000 and is granted to a candidate whose thesis will focus on resource management. For more information on the scholarships Canterbury has to offer, visit: www.laws.canterbury.ac.nz/scholarships/schols.shtml

The University of Otago

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

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

What can you specialise in?
Candidates can complete their LLM in a wide range of topics. We recommend any potential candidates contact our postgraduate director to discuss topics (postgraduate.law@otago.ac.nz). You can also view the Faculty of Law staff profiles to find out more about their areas of expertise: www.otago.ac.nz/law/staff
There are also other specialised Masters courses, such as the Master of Emerging Technologies Law (METL) and Master of Bioethics and Health Law (MBHL).

Scholarships
Otago has a number of scholarships available, including the University of Otago Research Masters Scholarship and the R and E Seelye Trust Masters Scholarship, which awards the candidate $13,000 per year plus tuition fee waiver for one year of masters study. For more information and to see full eligibility criteria, visit the University of Otago scholarships page www.otago.ac.nz/study/scholarships

Postgraduate Study
Maintain total flexibility with an LLM from Otago

Take the next step in your legal career with a postgraduate degree from the Faculty of Law at the University of Otago, New Zealand’s leader in research performance in the subject of law.*

- Commence study anytime, study part-time and by distance
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- Study alongside world-class legal academics

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

* Based on the Government’s PBRF assessment
Victoria University of Wellington

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

The LLM courses:
- LLM by coursework: six 20-point taught courses.
- LLM by dissertation and coursework: 30-point taught courses and a 90-point thesis of 35,000 words.
- LLM by thesis: 120-point thesis of 45,000 words.
- LLM by research portfolio: two separate but related research pieces, each 12,000 words, and one 2,500-word research paper justifying the link between the two pieces.

What can you specialise in?
- International law
- Rights and freedoms
- Human rights
- Environmental law
- Intellectual property
- Public law
- Commercial law

Scholarships
Victoria has a number of scholarships available, including the Angelo South Pacific Postgraduate Educational Scholarship which is awarded to a Pacific Islander law graduate who is planning to undertake or is doing a masters at Victoria. For more information on the scholarships available visit: www.victoria.ac.nz/study/student-finance/scholarships/find-scholarship/

The University of Waikato

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

The LLM courses
- LLM by thesis: 120-point thesis of 50,000 words.
- LLM by coursework and thesis: 90-point thesis of 38,000 words and one 30-point taught course.
- LLM by 60-point or 30-point dissertation: Students can complete a dissertation as part of their LLM degree.

Scholarships
The University of Waikato offers a number of scholarships including the Te Piringa Faculty of Law Graduate Scholarship which is valued between $2000-$6000 to assist with tuition fees. There is also the Kamira Haggie (Binga) Scholarship valued between $2000-$6000 for an all-rounder Maori student. For more information on the scholarships available visit: www.waikato.ac.nz/law/postgraduate/scholarships
The Auckland Law School's postgraduate programme has been structured to ensure maximum flexibility. You can start your courses at any time during the academic year. Courses are offered both in 30 point format (36 teaching hours and 12,500 word research paper for assessment) and in 15 point format (essentially half the workload). We schedule courses in a variety of ways: early evenings, intensive 3 or 5-day courses, and some scheduled on Saturdays.

ENROLMENTS NOW OPEN FOR 2017

Contractual Interpretation 30 points
The Tax Base 30 points
Securities Regulation 30 points
Contemporary Issues in International Law 30 points
Law of Agency 30 points
International Tax 30 points
International Environmental Law 30 points
Life and Liberty in Comparative Constitutional Law 15 points
GST 15 points
International Trade Law 30 points
Damages and Specific Performance for Breach of Contract 15 points
Franchising 30 points
Secured Transactions 15 points
Corporate Tax 15 points

For more information visit:
www.law.auckland.ac.nz/2017lawcourses
or visit us on Facebook:
www.facebook.com/akllawschool
or email: postgradlaw@auckland.ac.nz
Before you can graduate from University, you need to apply for a job! This can be daunting, especially if you are not sure what is expected of you. This section will guide you when applying for clerkships or graduate jobs in 2017.

Although templates are given, please remember that these should be used as a general guide and should not be exclusively relied upon. Have someone you trust look over your documents before you send them off. Remember, the University of Auckland also has a Careers Development and Employability Services team who offer workshops, events and one-on-one assistance to help with your CV and applications. Check them out at www.auckland.ac.nz/en/for/current-students/careers-development-and-employment-services.html
Applications with Jan Blair

Jan Blair was the Human Resources Coach at Russell McVeagh for 15 years, and prior to that the principal of Kristin School in Auckland. She has now established her own consulting, coaching and counselling business, and is available by appointment on two half-days a week at Auckland Law School for career advice and counselling. She will also be holding very helpful application and interview skills workshops during the recruitment period in Auckland, Otago and possibly at other universities.

General Tips:

- Do your research on each firm you are applying for, so that you can prepare a more personalised application which reflects their particular culture/values and requirements.
- Many firms have tips for applications, CVs and interviews on their websites. Make sure you look for these to ensure your application documents meet their expectations.
- If in the online application process the firm asks you to fill in some details that are already on your CV – **still fill them out!** Do not write “refer to my CV,” as a lawyer needs to learn to follow the instructions.
- Have a testimonial or reference ready (school, university or work) to attach in your application.
- Attach a photograph. Make sure this is appropriate (i.e. not you in your ball gown or your passport photo). Find a photo that shows you smiling and looking approachable. Legally you do not need to give a photo but it is recommended.
- Check out [nz.gradconnection.com](http://nz.gradconnection.com) for more information about available summer clerk and graduate positions.
This template is to be used as a guide rather than a strict standard. Try to keep your CV to two pages.

[Name]  
[Contact email]  
[Address]  
[Phone number]  

**Personal Statement:**  
*Keep this short, usually around two or three sentences in which you outline your aim/intent.*

**Education:**  
*Put your dates on the left and your most recent education at the top.*  
2015: Exchange at [University name]  
2010-2015: Bachelor of Arts (Philosophy)/Bachelor of Laws, University of [Name]  
2002-2009: [High School name]  

**Academic Achievements:**  
University:  
- Any A grades you have achieved in Law  
- Any A grades you have achieved in your other degree if applicable  
- Prizes you have received at University  
- Scholarships  

School:  
2009: NCEA Level 3 achieved with _____  
2008: NCEA Level 2 achieved with _____  
2007: NCEA Level 1 achieved with _____  
or  
2009: International Baccalaureate  
or  
2009: Cambridge  

**Other Achievements:**  
*List any sporting or cultural awards you have received at University or high school.*  
2015: University of Auckland Blues Award  
2013: IFT Coach of the Year  
2013: Winner of [competition moot]  
2008: Duke of Edinburgh Gold Award
Leadership Roles:
University: List any leadership roles you have had while at University. This can be anything from being class rep to involvement in a student association/club.
2014: President of the Dessert Club
2013: Class Rep for Law of Contract

School: List any leadership roles you had while at school.
2009: House Prefect
2007: Senior Buddy

Community Involvement:
List any volunteering you have done.
2015: Equal Justice Project
2013: Auckland City Mission Santa’s Helper

Work History:
The location of your work history on your CV differs if you are a mature student or not. If you are a mature student, put your work history after education. Employers will be more interested in your past work ethic than grades you received at high school, especially if high school was a long time ago. For all students you should give your work history and a brief description as to what your role entailed. Highlight customer service and problem solving.
2015: [cafe name]; I was a waitress in a busy cafe, customer service was key etc.

Skills:
Bullet point your key skills. This is at the bottom of your CV because it is subjective and therefore cannot be verified.

Interests:
Put in any of your interests, as long as they are appropriate. The recruiter likes to see that you are an interesting person and that there is more to you than just study e.g.
- I like to exercise by going to the gym or running
- I play the piano
- I’m a keen paddleboarder

Referees:
Give two people and their contact details (i.e. your boss at the cafe you worked at). Make sure you have permission from them to be your referee and let them know that they may be contacted during the recruitment period.
Cover Letter

This template is to be used as a guide rather than a strict standard. You do not need to write your letter in specifically the same way. However the format and structure of this cover letter is the preferred style.

General tips:
- Spell the firm’s name and the HR person’s name correctly.
- Use proper grammar.
- If you are reusing the cover letter for applications to multiple firms, make sure you do not accidentally address it to the wrong firm, or leave a firm’s name in the cover letter.
- Keep your cover letter to a page if you can.

1. Introduction: Set out specifically what you are applying for and who you are.

[Your address]

[Address of the firm]

[Date]

Dear [Name]

I wish to apply for the [clerkship/graduate position] at [firm name] in [Auckland and/or Wellington and/or Dunedin and/or Christchurch etc.]. I am in my [year level] studying [LLB, LLB/BA, LLB/BCom etc.].

At this stage, my areas of law that I am most interested in are ______ because ________. However I am flexible ______.

- Law grades
- Scholarships
- Leadership roles
- Team player
- Exchange (adaptable)
- Resilience
- Community involvement
- Experience; customer service from retail or hospo roles is important! It shows that you have good people skills and can give good client service.

Unfortunately last year I received a C+ for my Contract Exam. At this time I had glandular fever which I believe affected my performance.

I would be an asset to [firm name] because I am currently taking commercial law electives such as tax which I know is an area that [firm name] specialises in etc.

I do hope I have the opportunity to discuss my application with you.

Yours sincerely,

[Name]

Find out the head of HR’s name as this is usually the person who will be reading your cover letter. This can be easily found on the firm’s website. If you are desperate and have not been able to find a name address your letter to “the Recruitment Team”.

2. Selling yourself: This is where you emphasise the key factors from your CV.

3. [Not compulsory] Explain bad grades: If you have a reason for a bad grade such as bereavement, then explain it in your cover letter.

4. Fit for the Firm: In this section explain why you would make a good fit for the firm that you are applying to. This requires you to have done some research as to what the firm specialises in and the culture it promotes.
Congratulations, your CV and cover letter has impressed the people you want to work for. Now you need to show them that you are as impressive in person as on paper.

The interview is designed for you to show that you will be an asset to the firm. They already know about all your achievements and now they want to see that you are the right fit for their company.

Starting point

Do your research: The firm/organisation wants to know that you are actually interested in working for them. Therefore you need to show that you have prior knowledge of what their firm/organisation is about. The best way to do this is to visit their website and read the sections about what the firm/organisation specialises in. Most firms have sections dedicated to the people who work at their firm and the latest noteworthy cases they have worked on. Read up on the people who will be interviewing you (if you are told prior to the interview) so that you can show interest in their particular fields.

Re-read your resume: You should be very familiar with your CV to ensure that you can answer any question from it. The interviewer likes to see that you are confident in talking about yourself, your achievements and employment history.

The day of the interview

This is the time to make the best first impression you can. Do this by:

- Dressing appropriately; corporate attire that is clean and ironed.
- Remember names; the best way to do this is to repeat it to the person when you have been introduced i.e. “Good to meet you X”.
- Arrive on time – know where you are going and where you need to be.
- Relax, be frank, honest and concise with your answers.

Common interview questions

Before your interview, you should consider possible answers to these types of questions. Think of your own experiences and skills to demonstrate that you are fit for the role, but try not to sound like you have planned your answers. The purpose of this section is to give you an idea of what you can expect but should not be used as a fixed guide for your interview.

- Describe yourself in a few sentences.
- What do you think are your strengths and weaknesses?
- What would your friends change about you?
- Why do you want to do law (in particular why do you want to do law that the firm specialises in)?
- What areas of law are you interested in?
- Everyone else has outstanding CVs just like you, therefore why should we choose you?
- What do you think makes a good lawyer?
- What do you see as good firm culture?
- What is your proudest achievement?
- What is a challenge that you overcame?
- Tell us about a situation in which you had to stand up for something you believe in?
- How do you handle conflict? Can you give us an example of when you had to work with a difficult person and how you dealt with it?
- Why do you want to work for [firm/organisation name]?
- Who is a person that has inspired you the most and why?

Questions to ask them

- What made you want to work in your practice group?
- Why do you like working at [firm name]?
- What’s been your favourite case that you’ve worked on recently?

Team building activities

Some firms/organisations like to see your team building skills in practise. Here are some tips for interviews followed by team building exercises:

- Be confident and friendly. Introduce yourself to the other candidates and don’t be afraid to relate to them. They may be your competition but if you’re successful you may have to work with them. Remember that everyone else is feeling the same as you.
- Get into it! Team-building activities are usually welcomed with a cynical groan, but you need to show that you are enthusiastic and excited to get involved.
- Have fun! These activities are usually really fun. Don’t be afraid to show your competitive side if you are against other teams but always be a good sport.
- Show your leadership skills in action. This doesn’t mean bossing everyone else around, but work with the others in such a way that shows you can take charge.

Post-interview functions

Most firms/organisations include a social function as well as the interview. Here are some tips for standing out in these functions:

- Stand in the middle of the room, rather than by the entrance or around the fringes. This will encourage you to talk to a wide variety of people.
- Think of a few questions to ask people before arriving at the function – such as what areas of law they work in, what law school they attended etc.
- Listen closely to people and respond genuinely and honestly.
- Watch how much you drink. You do not want to be known as that person.

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

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

- **Medium/Large firms** perform a range of commercial services for medium/large businesses and high-profile individuals. They often have structured and regular recruitment opportunities, including clerkships and graduate programmes.

- **Small firms** perform a range of legal services for small businesses and individuals. These firms assist in relatively smaller transactions than those of the bigger firms, along with the legal requirements of day-to-day life (such as family disputes and property acquisition). Due to their size, most small firms have no established recruitment programmes. Employment opportunities are irregular and depend on the demand within the firm.

- **Boutique firms** provide specialist services to a range of clients. These firms only practise in one or two areas of the law, but generally have significant expertise in those areas. Some boutique firms offer clerking and graduate opportunities, though many only employ those with prior experience in a bigger firm.
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Getting to Know the Mid-Tier Market
with Jennifer Little

Jennifer Little, founder and Director of JLR has worked with many major law firms in New Zealand. For over eight years she has recruited and placed lawyers at all levels of post-qualification experience and across all areas of practice for many of the country’s top-tier, mid-tier and boutique law firms.

The Mid-Sized Law Firm

Mid-sized law firms are often overlooked by law graduates. This may be because they are less visible on campus than the large national firms, and do not run summer clerk programmes.

Mid-sized law firms are typically generalist in practice and will expose you to a much broader work mix than large commercial firms which tend to be structured around specialisations. The work mix at a mid-sized law firm is varied and often includes litigation, commercial law, family law, estate planning, trusts and wills. Many mid-sized law firms also have niche areas within their general practice areas where individual lawyers have developed specialist expertise. Mid-sized firms vary in the number of lawyers employed, typically employing fewer than the large national commercial firms but more than the specialist boutique firms in the legal market.

A mid-sized law firm will be an attractive option to law graduates who are self-motivated, solutions-focused and who work well autonomously while supported by a team. While a mid-sized firm won’t offer daily training seminars and buddy initiatives like large commercial firms do, they will enable graduates to gain more varied practical experience more quickly than a large commercial law firm environment. Graduates will typically be “thrown in the deep end” and will learn by doing. They will be exposed to client engagement and one-on-one client contact more quickly. Those working as litigators doing contentious litigation will get immediate exposure to Court work. Typically, in mid-sized law firms graduates will be involved in a transaction or matter from start to finish, as opposed to participating in only a small part of a transaction.

There are many very attractive mid-sized law firms in the New Zealand market, in both the cities and in the regions. More and more lawyers working in large commercial law firms are leaving to work in mid-sized law firms for the following reasons:

- more working arrangements
- realistic and achievable KPIs (Key Performance Indicators)
- better prospects for career progression all the way through to partnership or other forms of ownership
- more autonomy on files
- work/life balance
- senior lawyers are often more accessible
- a less layered hierarchical structure
- better variety of work
- less transactional – allowing closer relationships with clients

Regional mid-sized law firms still struggle to attract law graduates. Those who have grown up or attended school nearby are highly sought after, being viewed as less of a flight risk due to having a connection to the region. Law graduates should not overlook the advantages and rewards of general practice in the regions.

Mid-sized law firms may also suit mature law graduates who have well developed social, marketing and networking skills. Large commercial firms can be challenging for mature law graduates as they offer limited autonomy and practical exposure to the law.

An important focus for graduates is the potential for career progression – rather than stagnation. Those attempting to distinguish a progressive mid-sized law firm from a more traditional mid-sized firm should consider the following:

- Is the firm’s brand current?
- What does the structure of the firm look like: is there opportunity for progression?
- Does the firm have quality clients?
- Where does the work come from: which areas of the firm are most busiest/best busy?
- Does the firm have quality talent: where have the firm’s lawyers previously worked?
- Is the firm commercial in its approach?
- What marketing and business development initiatives does the firm undertake?
- Is the firm keeping up with the latest technology advances?
- What continued professional development is offered?

Many mid-sized law firms are increasingly committing to employing law graduates. The school of thought in the past has been that graduates require too much of a time investment. Therefore, firms historically preferred lawyers with a minimum of 18 months of experience who could “hit the ground running.” However, given the short supply of lawyers with 2-7 years post-qualification experience in the New Zealand market these days, law firms are starting to grow talent from the ground up, often taking on more graduates than they need. This is due to awareness that some will travel after 2-4 years of experience while others will choose to stay with the firm and build a career there. Some firms that do have a history of growing talent from the ground up include:

- Sharp Tudhope (Tauranga)
- Norris Ward McKinnon (Hamilton)
- Govett Quilliam (New Plymouth)
- Hesketh Henry (Auckland)
- Willis Legal (Napier)
- Webb Farry (Dunedin)
- Cavell Leitch (Christchurch)
- Gallaway Cook Allan (Invercargill)
- Gawith Burridge (Masterton)
So how can law graduates identify mid-sized law firms? The best place to start would be to contact the NZ Law Society at either branch or national level. The Presidents will know all the mid-sized firms in their area and the lawyers in them, and can help students understand the mid-sized firm employment market. They will be well positioned to talk graduates through the various law firms. From there graduates should independently research each firm online. In addition, grads could connect with the Young Lawyers committees, or register themselves on Seek to see which firms are advertising. Jennifer Little at JLR is willing to have a confidential discussion with you about your employment strategy and share relevant market intelligence with you.

Advice From Others

“We could talk at great length about the numerous characteristics that would make a great graduate candidate but what it comes down to is actually quite simple. Apart from having a good academic record, we like our graduates to be personable, enthusiastic and eager to learn.”
Hesketh Henry – Managing Partner, Erich Bachmann.

“Cavell Leitch seeks to employ graduates who have the potential to relate to and delight their clients. They look for attitude, ability and passion to make a real difference to every person they touch both in and outside the organisation.”
Cavell Leitch – Managing Partner, Julian Clarke.

About Jennifer

Jennifer has implemented and managed two internship programmes and a graduate recruitment programme over the last two years. Lawyers at all levels talk to Jennifer in confidence about their firms and careers. Jennifer offers insight into the legal market and is well positioned to ensure you secure the opportunity which best aligns with your personal and professional aspirations. In addition, JLR also provides advice on:

• how to avoid the potholes when kick-starting your legal career – the practical advice no one gives you as part of the curriculum
• career positioning – how to uncover your skills and identify career opportunities you may not have considered
• market intelligence – JLR is best positioned to keep you up to date with market conditions and remuneration, and
• mentoring – let JLR connect you with key experts within the legal profession
Summer Clerkships

Overview
Summer clerkships are offered by most commercial law firms. They are paid internships starting in November 2016 and finishing February 2017. Clerkships are generally open to students in their penultimate year, however high-achieving third-year students have been given opportunities to clerk early.

Should I apply?
You do not need to do a clerkship just because everyone else is applying. If you are not interested in commercial law, don’t feel pressured to clerk.

In saying that, clerking is a great way to see what it is actually like to be lawyer. The programmes provide students with worthwhile and valuable working experience. Most clerks have the opportunity to work alongside partners in a close-knit team.

You will be asked to choose the practice you’d like to work in. Every firm offers a range of services and usually allows for rotations between practice areas. Make sure you read what the firm’s areas of expertise are before applying so that you can choose the areas that will most interest you.

Summer clerking is also a lot of fun. Firms put on lots of social functions during the clerking period and you can make friends with the other clerks who may be from all over the country.

The main benefit of a clerkship is that it can lead to a graduate job. Many firms recruit their grads through their summer clerkship programme. However receiving a clerkship does not secure a graduate job, so don’t worry if you are not successful in getting a clerkship, there are plenty of other opportunities available.

What are the dates?
Visit the firm’s websites to get their specific dates as some vary but generally the dates are:
1. Applications open in March 2017
2. Interviews are in April 2017
3. Offers are made in May 2017

What are firms looking for?
Although good marks are important, firms look for a range of qualities in candidates. These include being a team player, with the ability to establish good relationships with their clients. They also look to your extracurricular activities such as sporting involvement and community work. Many firms have their own sports teams and are involved in pro bono work and so look to hire well-rounded candidates.

What do I need?
- CV (with references)
- Cover letter
- University (and sometimes school) transcript
- Professional photo (recommended)

Offers
If you receive multiple offers, sit down and choose the one that you think best suits you. Do not worry about choosing the one you’ve heard others call the best. This is your summer and possibly the pathway to your career so choose the firm that you like the most and felt was the best fit for you. Finally, read over the contracts with a trusted person to ensure that you are getting a good offer.
Meredith Connell

About the Firm

Over more than 90 years, we’ve established a formidable track record that makes us New Zealand’s largest, most experienced and most successful litigation practice. Building on that heritage, we have evolved into one of this country’s largest and most successful full-service commercial law firms, providing our clients with specialist advice across more than 25 practice areas.

Today, our team advises on some of New Zealand’s largest, most complex and highest-profile commercial transactions and litigation. As Crown Solicitors, we have also prosecuted practically every serious crime before the courts in Auckland for the past 90-plus years.

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

Working at the Firm

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

We’ve learnt a few things over the past 94 years – like our purpose is not only to provide innovative solutions to significantly improve our clients’ performance but, just as importantly, to build a culture which attracts, develops, excites and retains truly exceptional people. We really recognise the mutual strengthening each of those purposes provides to the other. Best solutions require the best people and the best people aspire to work on the toughest problems.

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

We have the youngest profile of any large firm in the country: our partnership is entirely Gen X and Millennial. Over half of all lawyers at our firm are women, and represent a third of our partners and half of our Management Board – well above industry averages.

Opportunities for Students

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

Our team, some of the sharpest legal minds in the country, will give your career the foundation it needs. And because we offer a full range of practice areas, you’ll have plenty of options to enable you to specialise in whatever you are passionate about.

Recruitment for our Intern Programme happens in the first quarter of each year but you can tell us at any time whether you’re interested in being part of the next intake. Just send your CV, with a covering letter and law GPA grades, to our Managing Partner, Steve Haszard and see our website:

www.mc.co.nz/work-with-us/internship-programme

Law Clerk Profile: Connie Bollen, University of Auckland

What team did you intern with?

I started work as an intern in the Resource Management team at Meredith Connell in the middle of 2016. I worked one day a week during the university year and started full time here as a law clerk in November.

What do you enjoy most about working at Meredith Connell?

The highlight has been the diversity of work I was given. While the majority of my time was spent on research for the Resource Management team, I also worked on criminal sentencing submissions and public law litigation. I helped with research, drafted affidavits, and was included in witness briefings and phone conferences, and enjoyed seeing the law in practice. The major advantage of being at Meredith Connell is that it takes very few interns. As a result, I’ve been heavily involved in work beyond what may typically be expected of a law clerk.

What was the most challenging part about working at Meredith Connell?

Despite years of effort at law school, the working world is a new unknown. There were gaps in my legal knowledge that the intelligent team around me helped me fill with feedback and supervision. I learned to prioritise tasks on the job and scrutinise my own work, as well as how to work within a team, and it has been rewarding to see research I have done included in submissions to Court.

What makes Meredith Connell different from other firms?

What I have enjoyed here is the open plan environment and the approachability of the partners. I have found everyone to be understanding and have never felt intimidated at work. When I am stuck on a task, I take two steps behind me and ask for help and my team will sit down and explain how best to go about it. It’s been invaluable learning from experienced lawyers in an area of interest to me.
MEREDITH CONNELL

THE LAW FIRM.

200+ STAFF. AUCKLAND. WELLINGTON.
AROUND HERE –

IT’S ALL ABOUT PEOPLE.

JOIN THE TEAM.

MC.CO.NZ
Having been a part of New Zealand’s legal landscape for more than 150 years, Anderson Lloyd is a progressive firm, with a strong culture, young, ambitious partners, and a close-knit feel. We represent regional and national businesses, multinational corporations, state-owned enterprises, and local government bodies.

Anderson Lloyd recently celebrated its third consecutive win as the Mid-Sized Law Firm of The Year. This award acknowledged excellence in client service and leading expertise in advice across a broad range of practice areas. The firm also won the prestigious Employer of Choice Award for 2016 recognising the firm’s culture, diversity, innovative people initiatives and talent management programmes.

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

The firm provides a friendly working environment, flexible work practices and is committed to making sure that its staff are happy, healthy and engaged.

The firm encourages its solicitors to engage in pro bono activity on behalf of worthy community groups that could otherwise not afford legal advice. Past and present recipients of pro bono services include the Banks Peninsula Conservation Trust, the Dunedin Symphony Orchestra, Smile Dial and Habitat for Humanity. The firm supports its team in giving back their time and expertise to the advancement of the legal profession. Many of its lawyers are actively involved in organisations like the New Zealand Law Society and the New Zealand Law Foundation, and some partners lecture, write or assist government bodies.

Opportunities for Students
Applications for Anderson Lloyd’s summer clerkship for 2017 open in March. For more information about the programme, or the firm itself, visit: www.al.nz/careers/graduate-recruitment

What did you enjoy most about working at Anderson Lloyd?
The welcoming staff and the interesting and diverse work.

What was the most challenging part about working at Anderson Lloyd?
It’s very different to law school, every day I am learning new skills and working at transforming what I know into action.

What are the social opportunities like at Anderson Lloyd?
The people working at Anderson Lloyd are welcoming and social, I enjoy the regular social events and the video calls with the other summer clerks around the country.

Can you tell me about a standout moment or memorable experience that you’ve had at Anderson Lloyd so far?
I really enjoyed the induction in Dunedin, such a great group of summer clerks and the two days were intense but also fun.

What makes Anderson Lloyd different from other firms?
I’ve really enjoyed my time at Anderson Lloyd because I have had a chance to be involved in such a variety of work and it’s a really rewarding experience to see your contribution in the final product. While it has been challenging, I honestly don’t think I would have had the same experience in another firm.
Exceptional.

Perception versus reality. That’s what you need to consider when weighing up where to start your law career. Here’s our reality. At Anderson Lloyd we provide interesting national work that will challenge and develop you, while being supported by a small and passionate team. We offer a realistic opportunity to put your skills to work, to advance your career and to succeed. Don’t settle for another reality.

Make the choice. Become exceptional.

Laura McPhail, Solicitor

Join Anderson Lloyd
al.nz
Auckland • Christchurch • Dunedin • Queenstown
Established in 1895, Buddle Findlay is a full service law firm with national coverage and international links. Its highly experienced partnership brings energy and enthusiasm to New Zealand's legal market. The firm is focused on its clients and their businesses and is dedicated to providing expert advice. It is acknowledged as a market leader in building effective and innovative partnerships with its clients. Buddle Findlay's culture is based on quality, innovation and delivery. Community is encouraged, and assistance is always available.

Recent work the firm has done includes advising on Solid Energy's voluntary administration and GE Capital’s sale of its consumer finance business, deals which won Capital Markets Deal of the Year, New Zealand Deal of the Year and, International Deal of the year respectively at the 2016 New Zealand Law Awards. The firm was also highly commended for Employer of Choice (>100 Employees).

Working at the Firm
Buddle Findlay does work for multinational corporations, major financial institutions, state-owned enterprises, as well as national and local government bodies. Clients of the firm include ANZ Bank, Christchurch City Council, New Zealand Post, Vodafone and Zespri.

Teamwork is a crucial element of working at Buddle Findlay. The firm aims to bring out the best in everyone, encouraging the sharing of ideas, workloads and responsibilities and capitalising on varied talents and strengths. Employees are encouraged to do pro bono work while at Buddle Findlay. Staff members are involved in community boards, committees and charitable trusts. Pro bono clients include CCS Disability Action Auckland, College Sport Wellington, Dress for Success, Kaibosh, LandSAR, Laura Fergusson Trust, Save the Children New Zealand, Volunteer Army Foundation and WWF New Zealand.

In 2005 the firm established the Buddle Findlay Child Health Foundation, which supports children receiving residential medical care in New Zealand. More than $970,000 has been donated for urgent medical care for children since the Foundation began. Buddle Findlay is also a key sponsor of the Halberg Disability Sport Foundation who work with talented young sportspeople and their families to ensure they receive the support they need to pursue their sporting dreams.

What We Look For:
• Committed to a career in law
• Self-motivated
• A team player
• Academically strong
• Keen to work with and learn about their business and clients
• Great at communicating (written and spoken)
• Client-focused
• Into a range of activities, ie. sporting, social and community

For more information visit www.buddlefindlay.com/careers

What team/s did you clerk in over summer and which was your favourite?
I rotated through general litigation and banking as a summer clerk, and corporate services and insolvency litigation as a law clerk. Each rotation was like a different job altogether. I am very grateful for the opportunity to complete two six-month law clerk rotations – without them I would not have discovered the area of law that suits me best (corporate).

What has been the most challenging part about working at Buddle Findlay?
The transition from university to work involves a steep learning curve and big increase in responsibility. All of a sudden you have your own client files to manage and it’s more than just your own grades riding on your performance. The firm offers great mentoring and support for all juniors to help manage the transition, including a buddy system and weekly training seminars run by juniors and seniors alike.

What are the social opportunities like at Buddle Findlay?
The firm runs touch and netball teams, and puts on Friday night drinks each week. Every month there’s at least one special event, such as the quiz night, ski trip, winter ball and (multiple) Christmas parties. The quality of dress-up costumes at these events is incredibly high!

What makes Buddle Findlay different from other firms?
Just like in any of the big firms, you’ll work hard (occasionally long hours) and get exposed to some very big cases and deals, but the culture at Buddle Findlay is what really stands out. It shows in Buddle Findlay’s very high retention rate. I feel genuinely fortunate to have ended up here.
TO-THE-TOP

Ready to make an impression in the world of corporate and commercial law? We’re looking for summer clerks who can rise to the very top. Apply online 16-30 March.

venturefurther.co.nz
Chapman Tripp

General Details:
Locations: Auckland, Wellington and Christchurch
Areas of specialisation: Full-service law firm including commercial, corporate, property, construction, finance, tax, resource management and government relations issues
Staff: 53 partners and over 200 legal staff across three offices
Contact: Rachel Steward (Graduate Recruitment Specialist), rachel.steward@chapmantripp.com

About the Firm

Chapman Tripp is a leading New Zealand law firm with a truly national presence. The firm has held key roles in mergers and acquisitions, disposals, takeovers, financing, insolvency, restructuring, banking, procurement processes, large scale infrastructure products and dispute resolution proceedings. Over the past two years, Chapman Tripp has advised on more mergers and acquisitions work than any other New Zealand firm, including a number of New Zealand's major cross-border deals.

Chapman Tripp was named Large Law Firm of the Year at the 12th annual New Zealand Law Awards. The firm also worked on most of the winning deals and won awards for M&A Deal of the Year, Capital Markets Deal of the Year, Consumer, Media and Tech Deal of the Year and New Zealand Deal of the Year. Chapman Tripp was also named Law Firm of the Year in the 2016 KangaNews Awards, having also advised on Innovative Debt Deal of the Year and New Zealand Domestic Bond Deal of the Year.

Working at the Firm

Chapman Tripp's clients span the full spectrum of government, industry and commerce. Chapman Tripp was also the first major law firm in New Zealand to set up a formal pro bono practice and currently maintains partnership agreements with the Sir Peter Blake Trust, First Foundation, Aera Foundation, New Zealand Opera and Creative HQ.

Chapman Tripp embraces five core values: integrity, people, collaborative, astute and dynamic. The firm is committed to developing its employees and along with extensive training, Chapman Tripp offers in-depth employee reviews, mentoring, flexible working arrangements, paid parental leave, a generous wellness package, a comprehensive development programme and study support. There are also plenty of opportunities to get involved in firm social activities and sporting groups.

Opportunities for Students

Chapman Tripp offers winter and summer clerk programmes. The winter clerk programme is a one-week programme designed to offer students hands-on legal experience and is aimed at students with two full years of study remaining. Around 12 winter clerks are recruited across all three offices and those selected attend learning workshops, spend time working in their teams alongside a supervisor and buddy, and attend social activities. At the end of the programme students may be invited back to summer clerk with the firm. Applications open in May 2017. Chapman Tripp’s summer clerk programme is aimed at students in the penultimate year of their law degree. The programme gives students the opportunity to spend three months at the firm, work in two different teams, hear from clients, do volunteer work, receive great training and really get to know the people in the firm. Chapman Tripp’s summer clerk intake is kept small, at around 25-30 summer clerks across its three offices, so that summer clerks do real work while they’re at the firm. Applications open 16 March 2017.

Summer Clerk Profile: Charlotte Aspin, University of Otago

What team/s did you clerk in this summer?
Environment and corporate.

What did you enjoy most about working at Chapman Tripp?
I have really enjoyed working within my team. I have had a lot of exposure to a variety of work including writing case notes, drafting memorandums and researching a range of terms and issues in Resource Management law. The team have been really supportive and approachable throughout my summer. As well as work exposure I have also had the opportunity, alongside the other Summer Clerks, to attend training sessions on an assortment of topics such as professional research and writing and team overview sessions. The team overview sessions have allowed us to learn about the team specialities at Chapman Tripp. My experience has confirmed my interest in the legal profession – it’s been awesome!

What was the most challenging part about working at Chapman Tripp?
I think translating skills from Law school into practice is quite challenging. As Summer Clerks we are not expected to know everything so the training sessions have been helpful to support our transition. My team have been really helpful in offering guidance too.

What are the social opportunities like at Chapman Tripp?
I have had lots of opportunities to meet different people at Chapman Tripp. Many of the Summer Clerks got involved in the Corporate Challenge fun run, the Bell Gully Touch Tournament and in the social netball competition which runs weekly. In our final week before Christmas we also volunteered at the Auckland City Mission with other Chapman Trippers.
POOJA UPADHYAY, WINTER CLERK, UoA
“ONE OF MY MOST VALUABLE ATTRIBUTES IS THAT I AM A GOOD LISTENER, WHICH MAKES ME MORE EMPATHETIC.”

LEO FAINGATA’A, SUMMER CLERK, UoA
“I ENJOY LOOKING AT SCENARIOS AND THINKING OF OUTSIDE-THE-BOX SOLUTIONS.”

KATE ROBERTS-GRAY, LAW CLERK, UoA
“I KNOW HOW TO KEEP CALM IN SEEMINGLY-STRESSFUL SITUATIONS.”

Bring your strong suit.
At Chapman Tripp, we value individuality and an inquisitive mind. What are your greatest strengths?
Check out www.graduates.chapmantripp.com
Duncan Cotterill was established in Christchurch in 1857 and has evolved into a full service national law firm with four offices in four distinct markets. We are a firm that celebrates enterprise. We are intrinsically linked with clients, staff and the community as a whole who value proactivity and resourcefulness. Our clients range from high-growth tech start-ups to multinationals and leading New Zealand businesses, including Animates, ASB, Datacom, Farmlands, IAG, New Zealand Fire Service, PGG Wrightson, Smiths City, Synlait and Trade Me. We are a member of TerraLex, a global network of high quality legal professionals operating in over 100 countries.

Enterprising solutions are an integral part of our firm values, demonstrated by our ongoing support of the arts (Christchurch Arts Festival and World Buskers Festival) and technology ventures (Hi-Tech Awards, EPIC Innovation Centre and Lightning Lab). We are actively involved in The Institute of Directors, Young Insurance Professionals and Human Resources Institute of New Zealand.

Working at the Firm
People are central to what we do, so we invest time and effort in finding and developing the most talented individuals. You’ll be exposed to a variety of challenging work from the beginning, working alongside partners to help the needs of our clients. You’ll be involved in pro bono work that draws on the firm’s knowledge and expertise to benefit charities, people and local organisations. Whilst we expect you to work hard, we encourage fun and celebrate success. Across our offices we have a range of organised social activities, sports teams and stimulating opportunities to help you get to know your colleagues personally and professionally.

Opportunities for Students
We relish the enthusiasm and fresh viewpoints that summer clerks and graduates bring to the firm’s culture. We are large enough to offer our graduates a rotational programme across different specialties but nimble enough to provide exposure to partners and clients. We also offer support for your professional study (at graduate level), challenging and interesting work, and ongoing training and education in a supportive work environment.

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

What team/s did you clerk in this summer? If you were in more than one team, what team was your favourite and why?
My graduate rotations were in litigation, private client and commercial. I enjoyed all the teams because they were quite different to each other and you learnt a lot in each team, but I have found I enjoyed my time in the commercial team the most.

What did you enjoy most about working at Duncan Cotterill?
I’ve really enjoyed the people in the office. Everyone is very supportive and always willing to help, which is perfect for a graduate learning the ropes. I’ve been fortunate to be exposed to several partners and some clients which I don’t think I would have got in a larger firm.

What was the most challenging part about working at Duncan Cotterill?
Like in any law firm, you can be working under tight deadlines where work you would like to spend days on needs to be completed in a few hours.

What are the social opportunities like at Duncan Cotterill?
There are lots of social opportunities at Duncan Cotterill. As well as the Christmas party, the mid-winter Christmas party and Friday night drinks, the social club organises a range of activities throughout the year to break up the working week such as ice cream bars, quiz nights and breakfasts. All in all, it’s a very social firm!

Can you tell me about a standout moment or memorable experience that you’ve had at Duncan Cotterill so far?
During my time in the litigation team there was a big high court trial which I got to be involved in. Helping research and draft submissions, and going to court to see how it all works was very memorable.

What makes Duncan Cotterill different from other firms?
The way the graduate rotations are structured is different from other firms, which was definitely a major selling point for me. It gives you the opportunity to be exposed to different fields of the law for more than just a few weeks, which helps a lot in deciding which area you would like to be placed in more permanently.
We provide the foundation for a bright future.

With four offices in four distinct markets we are large enough to offer you a rotational programme across different specialties and nimble enough to give you exposure to partners and clients.

Applications close Friday 31 March 2017 for our 2017/2018 summer clerk and 2018 graduate opportunities.

duncancotterill.com/careers
**General Details:**
Locations: Auckland, Wellington
Areas of expertise: Banking and finance, China business, construction and infrastructure, corporate and commercial law, dispute resolution, employment law and labour relations, environment and planning, financial markets, health and safety law, information technology law, insolvency and restructuring, insurance law, intellectual property, private wealth, property and real estate law, public law
Staff: 95 lawyers
Contact: [www.kensingtonswan.com](http://www.kensingtonswan.com)

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

Recently Kensington Swan has acted for three district councils, each with Solid Energy-owned mines within their districts, in relation to the voluntary administration of Solid Energy. The firm was instructed by the NZ Transport Agency to provide advice concerning the investigation phase of $100 million motorway construction. Kensington Swan also appeared for Star Television Productions defending a trade mark opposition before the Assistant Commissioner of Trade Marks. And the firm assisted Philips Electronics Singapore in the New Zealand aspects of a transaction to separate its lighting and healthcare businesses.

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

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

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

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

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

Summer clerks are fully integrated into the Kensington Swan team. They work closely with a partner and a professional team, and are given a buddy junior lawyer to support them. Previous summer clerks have worked on corporate documents, takeovers, court hearings, and multi-million dollar disputes. Clerks research contentious points of law, write opinions, and meet with clients. The focus of the summer clerk programme is to provide students with ways to challenge themselves and assist their team in achieving results and growing professionally.

The Kensington Swan social club is very active and organises weekly drinks and a comprehensive calendar of social and sporting events. Kensington Swan seeks ambitious students willing to test just how far their abilities can take them. Enthusiasm, confidence, and a can-do attitude are crucial, and successful students will probably have a record of work experience, great academic grades, and individuality. Additionally, knowledge and involvement in Chinese business and fluency in Mandarin would be valued.

**Summer Clerk Profile: Jacob Smith, Auckland University of Technology**

**What did you enjoy most about working at Kensington Swan?**
KS gave me the opportunity to immediately show my practical legal skills. My team was incredibly open and supportive of my learning. The environment is open and collaborative from top to bottom. KS also gave me the ability to balance my work, study and professional sporting commitments all at once.

**What were the social opportunities like at Kensington Swan?**

The Kensington Swan social club is very active and organises weekly drinks and a comprehensive calendar of social and sporting events. Kensington Swan seeks ambitious students willing to test just how far their abilities can take them. Enthusiasm, confidence, and a can-do attitude are crucial, and successful students will probably have a record of work experience, great academic grades, and individuality. Additionally, knowledge and involvement in Chinese business and fluency in Mandarin would be valued.

**What are the social opportunities like at Kensington Swan?**
Kensington Swan works extremely hard in the background to ensure that all staff are spoilt with opportunities to socialise, network, unwind and enjoy the company of their colleagues. I personally found that these opportunities were frequent and key to developing relationships with your workmates.
We are looking for summer clerks.

If you are ambitious and ready to take on significant challenges from day one, we’d like to hear from you.

Applications open 16 March and close 30 March 2017 (applications need to be received by 12:00pm).

Apply at:
www.kensingtonswan.com/Careers/Graduate-Recruitment

100+ years serving clients

“...some of the best legal minds in New Zealand.”
Energy and Natural Resources, Chambers and Partners Asia-Pacific 2017

½ of our partners are listed in leading legal directories

“The people at KS made my summer.”
Stephanie Collins Waikato University

30% of our partners are women

“Strong, commercially savvy, connected and well resourced.”
Investment Funds, Chambers and Partners Asia-Pacific 2017
Mayne Wetherell acts on groundbreaking business transactions which regularly hit headlines. As a result, the firm’s young lawyers are involved in stimulating projects that require creative legal solutions and advice.

Recently the firm acted for Universal Robina Corporation in relation to its A$600 million acquisition of Snack Brands Australia.

**Working at the Firm**

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

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

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

**Opportunities for Students**

Mayne Wetherell offers a summer clerk programme for students in their penultimate year. Although outstanding university grades are important, candidates who demonstrate the qualities necessary to succeed in the business world are actively sought.

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

**About the Firm**

While Mayne Wetherell does not have separate departments, teams are created for each transaction. This exposes every solicitor to the wide range of legal work that arises in business transactions. Although the firm’s primary focus is on corporate and finance transactions, these deals often incorporate other fields of law and I was exposed to everything from employment law and property law to the takeovers code.

What are the social opportunities like at Mayne Wetherell?

The summer social events are fantastic and there are plenty of opportunities to get to know your colleagues out of the workplace. Some highlights include clay pigeon shooting, the various Christmas celebrations, the admission celebration for the graduates and the firm retreat (where the entire firm went to Omaha for a weekend packed full of activities). Aside from planned events, the firm also hosts weekly Friday night drinks and there are plenty of group coffees and lunch outings.

What makes Mayne Wetherell different from other firms?

Mayne Wetherell is a unique firm that reaps the benefits of both a large and boutique sized firm. The firm deals with some of the most complex commercial transactions in New Zealand, yet the culture is supportive and I felt valued as an individual. My seniors went out of their way to make me feel like part of the team and to develop my professional skills. From top down there is a very relaxed, informal approach which gives you a higher degree of exposure to the senior members of the firm. This applies equally in the social context where, on a daily basis, partners can be found playing table tennis with young solicitors or sharing banter over a packet of crisps in the kitchen.

**Summer Clerk Profile: Anna Foley, University of Auckland**

What team/s did you clerk in this summer?

While Mayne Wetherell does not have separate departments, teams are created for each transaction. This exposes every solicitor to the wide range of legal work that arises in business transactions. Although the firm’s primary focus is on corporate and finance transactions, these deals often incorporate other fields of law and I was exposed to everything from employment law and property law to the takeovers code.

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

Working at Mayne Wetherell was a change of pace compared to my studies. In particular, keeping up with the jargon and complex transactions that the firm deals with was initially quite daunting. However, my seniors were never too busy to sit down to run through the background of a transaction and answer my questions. All of my seniors were patient and adept at simplifying complex transactions so that I could better understand the key issues. Additionally, the formal training throughout the summer provided me with a solid foundation of knowledge.
Expect more. Be rewarded.

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

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

Find out more by visiting our website.

www.maynewetherell.com
MinterEllisonRuddWatts

General Details:
Locations: Auckland, Wellington
Areas of expertise: Full-service law firm with particular expertise in banking and financial services, corporate, real estate, construction, dispute resolution and insolvency
Staff: 43 partners, 190 legal staff and 319 total staff
Contact: Vanessa Syme (People and Performance Manager), vanessa.syme@minterellison.co.nz

About the Firm

MinterEllisonRuddWatts is a leading full-service commercial law firm with offices in Auckland and Wellington. The firm is a New Zealand owned and operated partnership with 43 partners and have 190 legal staff. Our rich heritage, dating back 130 years, is a firm foundation on which we established a strong market reputation.

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

Highlights for the firm in 2016 include Cathy Quinn, Corporate Partner and Chair for 8 years, being awarded a Queen’s Birthday Honour for her services to women and the law; and Dispute Resolution Partner Stacey Shortall being awarded a Sir Peter Blake Trust Blake Leader Award, and a Local Hero award in the Kiwibank New Zealander of the Year Awards.

Working at the Firm

MinterEllisonRuddWatts works with a full range of clients – predominantly large corporates, banks, government entities and substantial privately owned businesses – on some of the country’s most complex and technically challenging deals and cases.

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

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

Opportunities for Students

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

The firm offers a ‘no ordinary year’ Intern Programme for Auckland based students in their penultimate year of study. Successful students spend one day a week on paid work experience at the firm during the academic year. This usually leads into a summer clerkship at the end of the programme.

The ‘no ordinary summer’ Summer Clerk Programme runs from mid-November to mid-February each year. Applications open on 16 March 2017 and close on 30 March 2017. Generally applications to summer clerk are accepted from law students in their penultimate year of law school, although many apply a year earlier. The firm does not take a fixed number, but usually employs between 20 and 25 summer clerks.

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

Find out more at graduates.minterellison.co.nz

Summer Clerk Profile: Danielle Findlay, University of Auckland

What team/s did you clerk in this summer?
Summer Clerks at Minters get to work in two teams, one before and one after Christmas. I clerked in the employment and dispute resolution teams. Both of these teams were very busy (which I enjoyed) and all the people were so welcoming.

What was the most challenging part about working at MinterEllisonRuddWatts?
I think one of the most challenging things is transitioning from Uni, where you have done the papers and feel like you know the law, to a completely new environment where you realise you hardly know anything. Fortunately, the teams at Minters don’t expect you to know much, I’ve learned it’s more important to be enthusiastic and willing to learn on the job.

Can you tell me about a standout moment or memorable experience that you’ve had at MinterEllisonRuddWatts so far?
A standout moment was getting to be the junior for one of the partners at the Sports Tribunal. It was particularly memorable watching the partner cross examine the witnesses – a part of legal practice we don’t get much exposure to at Uni. I took notes the whole day and the partner ended up relying on my notes when arguing a point with the opposing counsel!

What makes MinterEllisonRuddWatts different from other firms?
What stands out to me is that everyone at Minters is unique and individuality is encouraged. There is no mould to fit but at the same time there is a strong positive culture which strikes the right balance between fun and achieving the best outcomes for clients and the community. Minters really goes above and beyond with the number of programmes they have in place and the way everyone in the firm gets behind them.
IT ALL STARTS HERE

graduates.minterellison.co.nz
PwC Legal

General Details:
Locations: Auckland, Wellington
Areas of expertise: Corporate and commercial, technology and IP, M&A, tax
Staff: 11
Contact: careers.nz@nz.pwc.com

About the Firm

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

PwC Legal is part of the largest geographical network of law firms in the world. With PwC’s presence in 90 countries, PwC Legal’s key differentiator in the legal market is the ability to provide legal advice alongside other professional service providers to deliver a seamless commercial advisory service. Through the local and global PwC network, we draw on the expertise of PwC’s consulting, private business, deals and tax areas to offer a unique and commercially aware legal service.

Our clients include multinationals and their New Zealand subsidiaries, as well as many of New Zealand’s iconic brands.

Working at the Firm

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

PwC Legal offers an unrivalled learning and development opportunity for law graduates. Our graduates are not confined to specialist teams but are able to work with a diverse mix of clients and staff on a variety of legal issues. Consequently, our junior staff receive direct and meaningful contact with clients and senior staff. There is an emphasis on investing in professional development on a continuing basis. Our support network is unrivalled which will accelerate your learning with on the job and formal training.

Graduate: Andrew Davie

What team(s) do you work with at PwC Legal?
I have been fortunate to gain exposure across all of PwC Legal’s specialities and have worked closely with senior staff on a variety of issues. Graduates receive a large amount of client exposure and also have the opportunity to learn from experts from other professional disciplines. I have assisted on corporate transactions, restructures, tax consulting, tax disputes and many other areas of law.

What do you enjoy most about working at PwC Legal?
I enjoy the collegial work environment and excellent learning opportunities. I am consistently working on interesting work with the sharpest legal minds as well as experts in other professional fields. I often attend client meetings and am encouraged to provide my own opinion. The calibre of the people and the challenging nature of the work ensure that no two days feel the same.

What are the social opportunities like at PwC Legal?
We are a very close team. We regularly go out for coffees as a team and often have team lunches, dinners and other events. Due to our close relationship with PwC’s other New Zealand firm, we also attend combined PwC social functions such as the PwC Ball, Christmas Party and the (very regular) social events for junior staff.

What makes PwC Legal different from other firms?
PwC Legal is part of a global movement in the legal industry. Our collaboration with PwC gives us a unique offering which allows us to offer legal services that are delivered alongside a variety of other professional services to optimise value and efficiency for the client.
Our close collaboration with the global PwC network sets us apart. Our unique, business-focussed environment means that our lawyers are commercially aware and you have a place to grow like no other.

Choose THE FUTURE at PwC Legal

The opportunity of a lifetime

**February 2017**
Applications open

**March 2017**
Applications close

**November 2017**
*Summer intern roles begin*

*Graduate roles begin*

**February 2018**
Summer Clerk Profile: Liv Nadan, University of Auckland

About the Firm

Russell McVeagh is a leading New Zealand law firm with a difference. Where other firms sit on the fence and struggle to modernise, Russell McVeagh is making a concerted effort to round the edges, network, diversify, encourage fresh thinking – all while consistently delivering sound commercial legal advice. Committed to operating on the cutting edge of legal practice, the firm recruits the best people, and provides them with an exceptional working environment.

Led by partners across Wellington and Auckland offices, the firm acts for 11 of the NZX 15 companies, New Zealand’s major corporates including numerous energy companies and utilities, all of New Zealand’s retail banks, and New Zealand’s largest company and largest listed company. All of Russell McVeagh’s practice groups are respected as leaders in the market, and are the ‘go-to’ firm to assist clients with their most complex, challenging and high-profile commercial transactions.

The firm has recently partnered with Diversity Works NZ as part of its commitment to diversity in the workplace, and are widely recognised for initiatives in this area. The firm achieved Rainbow Tick certification early 2016, and staff engagement scores increased by 25% last year.

Over half of Russell McVeagh’s partners are under the age of 45, 30% of partners are women (closest competitors sit at 16% and 21% respectively), and 50% of the firm’s non-legal managers are women.

Working at the Firm

Russell McVeagh has a strong focus on creating and fostering a supportive environment for learning, development, health and wellbeing. The firm has the largest investment in training and development (as a percentage of revenue) of any firm in Australasia, and offer a number of programmes and initiatives to support this. This includes but is not limited to, mental and physical wellness programmes and regular sessions on mental health, leadership education for the partnership, and a wide-ranging employee learning and development portfolio, including programmes for junior staff strategies for success, unconscious bias, and cultural training (working with Chinese and Māori protocols). Employees also benefit from rainbow diversity training and numerous other soft skills programmes covering communication, supervision, influencing, and practice development.

Opportunities for Students

Russell McVeagh offers law scholarships, to both school leavers from all schools throughout New Zealand and university students in every year. The scholarship programme offers support through a mentoring scheme, financial assistance, invitations to the firm’s social events, and a summer clerkship in your penultimate year of study. Applications for the Russell McVeagh Scholarship will open in July 2017.

Russell McVeagh recruits summer clerks during the university recruitment round, and take applications from 16 March to 30 March 2017. Approximately 30 to 35 summer clerks are taken in the Auckland office, and 10 to 15 in the Wellington office. Russell McVeagh also employs graduates hired during the university recruitment round.

Summer Clerk Profile: Liv Nadan, University of Auckland

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

I clerked in the Corporate Advisory team with Tax as my bipartite.

What did you enjoy most about working at Russell McVeagh?

You’ve been recruited as an adult and you get treated like one. Being trusted to produce work on really big and exciting cases which partners will then rely on is a great feeling. The summer is designed for you to get the most out of it, as a clerk you’re doing real work, not running around getting coffees or photocopying! Being with the same core team for the whole summer means you have the opportunity to really get invested in the work the firm does. But while you’re given a lot of responsibility no one is going to throw you in the deep end, you are encouraged to ask for help and guidance and your buddy and older solicitors will always provide feedback and answer any question.

What was the most challenging part about working at Russell McVeagh?

I think the biggest challenge is working in the ‘real world’. Law in practice is nothing like law school! You aren’t dealing with made up situations, the stakes are higher and the human factor: whether your client, your partner, or an organisation, plays a bigger role in how a problem or letter is approached than I realised. Clients can expect a twenty-page memo or a two sentence email and it’s really important to deliver either to the highest standard!
Applications for summer clerk and graduate positions open 16 March and close 30 March 2017.


For more information, visit russellmcveagh.com
Simpson Grierson

About the Firm

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

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

Simpson Grierson was involved in many high profile deals in 2016. These include City Rail Link in Auckland, the Christchurch Rebuild Plan and the Shanghai Maling takeover of Silver Fern Farms.

Working at the Firm

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

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

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

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

Opportunities for Students

Simpson Grierson scholarship for the Wellington Office is open to students in their third year of study. The scholarship provides financial support, a mentor, and a guarantee of a summer clerkship. Applications open mid-year 2017.

Applications for Simpson Grierson’s summer clerkship programme open on the 16th of March and close on the 30th of March. The interviews are on the 11th and 12th of April 2017. The firm takes on approximately 18 summer clerks each year. For more information visit www.simpsongrierson.com/graduates

Summer Clerk Profile: Alice Milne, University of Otago

What team/s did you clerk in this summer?

If you were in more than one team, what team was your favourite and why?

Corporate/Commercial and then Local Government and Environment in the Wellington office. I enjoyed my time with both teams as they each offered a unique experience.

I loved being a part of the Commercial team because they deal with a vast range of work; from superannuation schemes and insurance, all the way to climate change and energy contracts. I gained insight into how contract negotiations work, and the various other processes driving large scale mergers and acquisitions.

Local Government on the other hand was great as Simpson Grierson works for a large number of local authorities and are leaders in local government law. I enjoyed working on the litigation end which largely involved judicial reviews of council decisions. There was also a large focus on advising local councils for example on how to apply policy to deal with the housing crisis, which I was really interested in.

What did you enjoy most about working at Simpson Grierson?

The best part was the fact that the teams were so friendly, and everyone was more than willing to help teach me the ropes. The training they provide for clerks and graduates is great too. The initial training was especially helpful because you feel as if you have learnt the basics before you even set foot in the office, making the first day at your desk a lot less daunting!

What makes Simpson Grierson different from other firms?

Simpson Grierson stood out to me from day one because they seemed to be the most friendly and welcoming firm. They are a big firm and work for very large corporations, yet I really felt like a member of their team while I was there, which to me means everything.
Create your future
Bell Gully strives to be a down to earth and welcoming firm. We work with many leading New Zealand and international companies, including Air New Zealand, AMP, ANZ, ASB, Carter Holt Harvey, Contact Energy, China Construction Bank, Crown Fibre, Danone, Fisher & Paykel Appliances, Fletcher Building, Frucor Beverages, Goldman Sachs, Ngai Tahu, PwC, Rank Group, Stride Property, Waikato Tainui, Tamaki Development Company, Vodafone and Xero.

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

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

Working at the Firm

Bell Gully encourages staff to lead balanced and full lives, and to participate in activities and have interests outside work. The firm implements work-life policies to provide greater flexibility and to assist staff to achieve balance and manage their responsibilities at home and at work. These policies include job sharing, working from home, part-time work, flexible hours, emergency childcare, staged return to work from parental leave, and time in lieu. Bell Gully has a formal pro bono and community programme, with an annual budget of NZ$1 million for pro bono work. Secondees are sent into three local community law centres on a regular basis. Last year, Bell Gully received a White Camellia Award for “promoting equality through community initiatives and advocacy”. In 2012, Bell Gully was named Corporate Citizen Firm of the Year at the ALB Australasian Law Awards. All staff are encouraged to get involved, with full fee credit for pro bono hours, and support for involvement in volunteering and fundraising efforts.

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

Opportunities for Students

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

Interview: Jessica Cole, University of Otago

What team did you clerk in this year?

I work in the Intellectual Property Litigation team, which as well as traditional IP includes defamation, media law, food law, advertising law and packaging and labeling law.

What did you enjoy most about working at Bell Gully?

Being at a bigger firm means there is a huge variety in the work that is coming in and getting to try my hand at a number of different areas of law has been invaluable. I also get to work in a fantastic team of motivated, interesting people who have really welcomed me into the fold and made my first year a great experience.

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

Adjusting to the differences between work and uni, in terms of lifestyle and type of work being produced. Luckily, coming in with a group of other law clerks meant there was always someone to grab a coffee with and figure out how to get on.

What are the social opportunities like at Bell Gully?

They are what you want them to be! Weekly drinks, weekends away, the Winter Ball, and more Christmas parties than you can shake a stick at. Getting together with my law clerk group outside of work has also been great.
We’ll help you grow and flourish in Environmental Law. Join us.
So you’re considering Environmental Law? Berry Simons is a boutique environmental/resource management law firm with a team of talented people, and supportive partners.

Berry Simons was founded by Sue Simons and Simon Berry in 2012, each of them previously partners in larger practices. They were joined by Andrew Braggins as partner in 2015. The partnership is strong, with an outstanding reputation in environmental litigation.

The firm is committed to providing the same level of intellectual grunt and resource as the environmental law teams of bigger firms but with the responsiveness and close contact associated with the boutique approach. Berry Simons enjoys some of New Zealand’s best Environmental Law work and has a reputation for tackling (and winning) tough, contentious cases.

**Working at the Firm**

As an emerging lawyer within a smaller firm, you will become directly involved in case work defining the resource management law sector. Recent work that the practice has been involved with in the last year include: the Ruataniwha Dam case; a geothermal power station; the Auckland Unitary Plan; a number of Special Housing Areas; and large-scale residential, commercial and mixed housing developments. “The best training is at the coal face”, says Simon. “Younger lawyers recruited to the practice cut their teeth on real work, with appropriate supervision and support of course, from Day One. The work is significant and challenging. Because it’s demanding and interesting, it helps to grow your skills rapidly, but you are guided and assisted throughout your career with us. We want you to succeed.”

Berry Simons’ clients primarily comprise greenfields and brownfields developers, local authorities and energy companies and include some of New Zealand’s blue chip companies, but they also act for special interest and community groups. If you join us, you know that you will be working on significant projects from the get go. “At a large firm, you have the benefit of doing a rotation to see what area of law you might like to practise in, but equally you run the risk of ending up in the tax team because that is where the firm needs additional juniors”, says Andrew. “So there is a significant benefit in choosing Berry Simons if you know you want to focus on environmental law. Furthermore, because we are a boutique litigation-based practice you know you won’t be consigned to writing endless, repetitive, due diligence reports – far removed from the clients. Last year our junior solicitors appeared with me in the High Court and the Court of Appeal.”

Berry Simons’ operating principles include a focus on wellness and balance – the firm is keen on its lawyers having a life outside the law. Simon Berry himself is a saxophonist in a popular ska band. “Because we work hard, we figure that it’s good to relax effectively as well,” says partner, Sue Simons. “Most of our people are pretty fit and we’re planning to enter some events together.”

If you’re interested in knowing more, visit [www.berrysimons.co.nz](http://www.berrysimons.co.nz)

**Solicitor: Heather Philip**

**Tell me about your experience at Berry Simons so far.**

Before this I was working at the Environment Court. I was a Hearing Manager for a Judge. Since starting at Berry Simons, I’ve learnt a lot. Resource management work is quite complex and specialised so at most firms you don’t get an opportunity to get practical, hands on RMA experience for a few years. The advantage of working at Berry Simons is that right from Day One that’s what you’re doing – resource management law.

Sometimes it’s nerve wracking, but that’s the way it goes in the practice of law. You don’t have an answer, but you have to figure it out – that’s your job. It’s been good to get that experience and not have to wait five years to get it.

**What makes Berry Simons different from other firms?**

The partners at Berry Simons rely on their staff. You learn by doing and that’s a good thing. It’s the best experience to have. Resource management law is very practical and hands on so you are able to get that kind of contact and knowledge up front.
SHARE OUR VISION
SHAPE YOUR FUTURE

DLA Piper is a powerhouse of legal talent, serving some of the most significant organisations on the planet. As a firm, we never stand still. We think nimbly and seize opportunities. We're ambitious and are never afraid to innovate. So if you possess these qualities too, there could be a bright future for you at DLA Piper.

Applications open 16 March 2017 and close 30 March 2017
For more information, visit www.dlapipergraduates.com
DLA Piper New Zealand is the first global business law firm operating in New Zealand, with lawyers in the Americas, Europe, the Middle East, Africa and Asia Pacific. DLA Piper New Zealand advises international organisations doing business in New Zealand, and New Zealand organisations doing business elsewhere, offering seamless service in all major regions and markets. As a local firm, DLA Piper New Zealand supports government entities, public organisations and local businesses within the national context. The firm is proud of its down-to-earth manner and practical, commercial outlook. DLA Piper New Zealand promotes a culture that is inclusive of all, where everyone has the opportunity to grow their career along transparent pathways to success.

DLA Piper New Zealand won Professional Services Firm of the Year at the 2015 ANZIIF New Zealand Insurance Industry Awards, Capital Markets and New Zealand Deal of the Year awards at the 2016 New Zealand Law Awards, and had 16 partners and two special counsel ranked as Leading Individuals by Chambers Asia-Pacific Guide 2017.

Working at the Firm

DLA Piper New Zealand’s clients range from the country’s most significant organisations through to the world’s most renowned global brands. The firm acts for organisations such as Auckland Council, Foodstuffs North Island, Federated Farmers, IAG New Zealand, Medical Protection Society, Pfizer/Zoetis, TOWER, and Wellington Council. DLA Piper New Zealand operates a pro bono community programme representing organisations, individuals and charities – to a value of at least 3% of the firm’s annual revenue.

Every lawyer in the firm is asked to undertake at least 50 hours of pro bono work a year, and this participation is encouraged by giving lawyers full fee-credit for this work on community clients. The firm advised the merger parties in the High Court approved merger of Foodstuffs (Wellington) Co-operative Society Limited and Foodstuffs (Auckland) Limited to create Foodstuffs North Island Limited (one of New Zealand’s largest business entities). Further, DLA Piper New Zealand advised on all aspects of the New Zealand component of the global sale of Pfizer’s (the world’s largest drug manufacturer) to Nestlé, including areas of corporate, employment, and competition. DLA Piper New Zealand is committed to providing and maintaining a workplace that is supportive of both work and life arrangements, and further offers an international secondment opportunity, which provides great development opportunities for staff.

Opportunities for Students

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

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

Clerk Profile: Amindha Fernando, University of Auckland

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

As a summer clerk I had the opportunity of rotating between the corporate and litigation teams. I particularly enjoyed working for the corporate team because I was constantly learning new skills as well as getting the opportunity to work with large international clients.

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

The hardest part is the beginning. You’re stepping into a new world and it is full of unfamiliarity. The culture at DLA Piper is such that you never feel awkward for asking a question and the partners and senior lawyers will go out of their way to guide you through an issue and ensure you understand it.

What makes DLA Piper different from other firms?

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

General Details:
Locations: Auckland, Christchurch
Areas of expertise: Anthony Harper has 20 speciality areas, comprising a mixture of practice areas and industry sectors including: banking and finance, insolvency and corporate recovery, construction, corporate advisory, cross border investments, employment, food and beverage, health and safety, hotels and tourism, insurance, intellectual property, litigation, logistics and transport, manufacturing and exporting, property, resource management, retail, retirement villages, technology and trusts and asset planning
Staff: 110
Contact: Fleur Templeton, HR Manager: fleur.templeton@ah.co.nz

About the Firm
Anthony Harper is an award-winning national law firm. At the 2016 New Zealand Law Awards, we won four trophies including Deal of the Year, Capital Markets Deal of the Year, Managing Partner of the Year and Employer of Choice for the third consecutive year.

Our partners are recognised as experts and this is reflected in the rankings in the 2017 Asia Pacific Legal 500 Directory. Four lawyers are recognised as “Next Generation Lawyers”, 19 lawyers and partners “Recommended” and six partners are listed as “Leading Individuals”, the highest accolade the Guide can bestow. We are ranked in more international guides and in more categories than any other mid-size firm.

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

Working at the Firm
At Anthony Harper, it’s all about our people and the way that we work, both within our chosen areas of expertise and with one another. We know the difference that a truly interested, passionate and enthusiastic approach can make to an outcome. This is what we call the Anthony Harper Way:
- Upfront, honest and accountable
- Think best
- Whatever it takes
- Proud to be us
- We’ve got your back

We care deeply about empowering our staff to develop their careers and to help them to be the best they can be. We provide opportunities to attend seminars, presentations and conferences, encourage thought-leadership and media interaction, reimburse course fees and provide study leave.

We’ve got a lot of great people working at Anthony Harper but it is the power of all of our team working together that achieves our great results. It’s the collaborative approach, and the participation and teamwork within and between teams, and with our clients, which gain us national recognition and acknowledgement.

Opportunities for Students
Anthony Harper runs a summer law programme designed to give students real-world experience of what it takes to be a lawyer in a top firm. Our clerks are given the opportunity to really practise and hone their legal skills across our specialist teams. We look for students with a strong academic record, a can-do attitude and a willingness to be an active member of our team. Applications for our summer clerk programme open in April 2017.

More information on our summer clerk programme can be found at: www.anthonyharper.co.nz/about-us-3/careers/#SummerLaw

Clerk Profile: Laura Braid, University of Otago

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

I began my time at Anthony Harper last summer where I clerked in the corporate advisory team, followed by the banking and finance team. Experience across both these teams provided me with a well-rounded view of how both these closely connected areas of law operate, and reinforced my decision to remain in the corporate advisory team. I absolutely love working in the corporate team as it is immensely varied and always practical. Working with a large number of corporates has given me great insight into many different pockets of the business world.

What was the most challenging part about working at Anthony Harper?

Jumping from studying law to practising law in the real world and the lifestyles that attach to each has definitely taken some adjusting to. I have had to slightly rewire my brains way of doing things so I am able to work more effectively, and even now I am still picking up on little tips and tricks.

What are the social opportunities like at Anthony Harper?

We have fun across the spectrum – Friday night drinks, ladies lunches, BYO dinners, fashion shows, mid-winter parties, fun-runs, karaoke nights (to name a few) – there is always something being organised!

What makes Anthony Harper different from other firms?

Anthony Harper has a forward-thinking team culture which everybody in the firm is extremely committed to upholding. The benefits of collaboration are well recognised which makes the work at my level both challenging and exciting. Being able to work closely with great minds is a fantastic learning resource and I feel very fortunate to have many experts in this field at my disposal.
Gilbert Walker is a boutique litigation and dispute resolution firm with a low partner-to-staff ratio, high-calibre staff, and partners with significant advocacy experience. Junior lawyers work directly with the firm’s partners for major commercial clients in a highly collegial environment.

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

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

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

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

Graduate: Benedict Tompkins

What team/s did you work in?
Gilbert Walker is a specialist dispute resolution firm. One of the advantages of Gilbert Walker is that there are no fixed “teams” as such. Rather, I worked with all partners, and with external senior counsel, on the whole range of the firm’s work.

What did you enjoy most about working at Gilbert Walker?
The people, work and atmosphere are all simply outstanding: you are consistently working with the best lawyers on important and challenging work, in a collegial and friendly environment.

What was the most challenging part about working at Gilbert Walker?
While another advantage of the firm is the significant independence juniors enjoy, this does mean that, from time to time, there is real pressure (of the productive kind) to perform at the highest level for sustained periods.

Opportunities for Students
The junior solicitors currently employed by Gilbert Walker all previously served as judge’s clerks or prosecutors, but the firm has employed exceptional candidates directly out of law school in the past.

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

What are the social opportunities like at Gilbert Walker?
In a word, civilised. And pleasingly frequent.

What makes Gilbert Walker different from other firms?
Its unique ability to combine being a small firm, with attracting top-quality work, and maintaining uniformly excellent professional standards.
Kayes Fletcher Walker is responsible for the prosecution of serious crime committed in South Auckland. The privilege of representing the Crown in court arises because one of the firm’s three directors, Natalie Walker, was appointed Crown Solicitor for Manukau in May 2015 and holds a warrant from the Governor-General to conduct all Crown prosecutions in the region on behalf of the Solicitor-General.

As the Office of the Manukau Crown Solicitor (Te Tari o Te Roia Matua a Te Karauna ki Manukau), the firm’s solicitors conduct not only Crown prosecutions (including jury trials, the most serious of which are heard in the Auckland High Court) but also certain Youth Court appearances and High Court appeals from departmental and Police prosecutions in the District Court. The Manukau warrant has given Kayes Fletcher Walker the opportunity to build a Crown Solicitor’s office that reflects its community, prosecutes crime firmly but fairly, and works collaboratively with its justice sector partners (including courts, defence lawyers and Police) to provide a timely, cost-effective service without compromise to principle or quality. To achieve this the firm aims to employ people from diverse backgrounds who are intelligent, fair-minded, public-spirited, diligent, collaborative and fun – and to train them to be the best they can be. Kayes Fletcher Walker is particularly committed to achieving gender and ethnic balance at all levels of the firm. The firm’s mission is to create a successful firm with a strong Crown identity that takes pride in its work and in its people.

Working at the Firm

With the award of the Crown Solicitor’s warrant in 2015, the firm (which was only formed in 2014) has grown from four to 40 staff. All of the firm’s 32 lawyers appear regularly (near enough to daily) in the three South Auckland District Courts (Manukau, Papakura and Pukekohe) and the Auckland High Court, prosecuting a wide range of crime including cases of fraud, drug dealing, sexual assault and murder. The appearances include not only judge-alone and jury trials but also pre-trial evidential challenges (such as to Police search warrants and suspect interviews), bail hearings and sentencings. Given the volume and variety of work, Crown prosecution offers young lawyers unrivalled litigation experience.

Kayes Fletcher Walker is encouraging of its staff doing further study and remaining engaged with law schools and the wider legal community. The firm has its own waiata and te reo Maori lessons.

Opportunities for Students

Although currently fully-staffed, Kayes Fletcher Walker will be recruiting in March or April 2017 for a small number of junior prosecutor positions commencing in January 2018. In addition, the firm is always happy to receive CVs and expressions of interest from students who share its vision and values and are excited at the prospect of working in criminal justice in South Auckland.

Clerk Profile: Ian Ko, University of Auckland

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

There is really only one specialist team at KFW – the Youth Court team. There are particular technicalities that arise in Youth Court work which require specialist training. Apart from that, all prosecutors are exposed to all other work, whether that be Crown work undertaken as part of the warrant, or work done on behalf of other government departments. In my time here, I’ve appeared on jury and Judge-alone trials, appeals in the High Court and Court of Appeal, and done work for government departments like New Zealand Customs, the Department of Corrections, Ministry of Business, Innovation and Employment, and the Department of Internal Affairs.

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

Definitely the culture. As a graduate or young solicitor, it is often difficult to sift through firms which all apparently seem the same on the outside, but boast a difference in culture on the inside. KFW members are keen to not only reduce reoffending and help change the South Auckland community for the better, but also make the effort to be a part of that very community (even if that means learning a new language at 40 years of age)!

Can you tell me about a standout moment or memorable experience that you’ve had at Kayes Fletcher Walker so far?

One the most memorable experiences I’ve had was at our Christmas party in 2015, which was the first-ever Christmas party for our firm. We gifted the three directors a waiata (song) for the firm, with the (very beautiful) Maori lyrics written by several of our Te Reo-speaking prosecutors. The lyrics have now been framed and are displayed in our office boardroom.
Kiely Thompson Caisley

General Details:
Location: Auckland CBD and Wellington CBD
Areas of law: Employment and immigration
Staff: 9
Contact: Melanie Nicholas, Practice Manager. nicholas@ktc.co.nz

About the Firm
Kiely Thompson Caisley is one of New Zealand’s leading employment law firms. It was established as a boutique commercial and employment law firm in 1997 with offices in the Central Business Districts of both Auckland and Wellington.

The firm was founded by two of the most experienced and noted employment law experts in New Zealand; Andrew Caisley and Peter Kiely, who have remained with the firm since its inception.

The team has been consistently and independently acknowledged as being one of the best employment law teams in the country by Asia Pacific 500, an authority on leading law firms in the Asia Pacific region.

The lawyers regularly appear as counsel in leading employment law cases.

The firm sponsors the Kiely Thompson Caisley Employment Law Moot at the University of Auckland Law School, offering a $1000 prize to the winning students.

Working at the Firm
Kiely Thompson Caisley has a real mix of clients from large corporations, to individual employees. This mix means that as a solicitor, you are able to be involved in large scale restructures, collective bargaining as well as the smaller unjustified disadvantage grievances.

Kiely Thompson Caisley has a large community presence. We write monthly articles for the CCH bulletin as well preparing case summaries for the Victoria University of Wellington Employment Update annually. We also regularly present at seminars on topics such as Health and Safety and the Holidays Act.

Kiely Thompson Caisley is a boutique size firm and so employee job satisfaction and enjoyment is a priority to maintain the collegial atmosphere. We operate a social club that partners, solicitors and support staff participate in throughout the year as well as mid-year and end of year events. Solicitors are not expected to be in the office late at night nor in the weekends.

Kiely Thompson Caisley has no overseas offices, but maintains an international presence through its Ius Laboris network and our international contacts. This allows employees to utilise these connections for overseas work opportunities.

Good research and writing skills are imperative for legal work. Employment law is constantly changing and solicitors who are able to research effectively do well within Kiely Thompson Caisley.

Because of the size of the firm there are no major teams. We have an immigration team which provides specialist immigration work but they also engage in employment law as well. No solicitor strictly works for one partner and as a result this creates a collegial atmosphere.

Clerk Profile: Darren Gunasekara, University of Auckland

What did you enjoy most about working at Kiely Thompson Caisley?
I enjoyed the variety of work that I was given. I did everything from administrative work to important legal work for the partners, associates and solicitors. This gave me a great insight as to the overall function of a legal practice. I enjoyed being treated like a permanent and valuable member of the team, which being a smaller firm, feels like a family.

What was the most challenging part about working at Kiely Thompson Caisley?
The firm requires a clerk year round. Being the only clerk in the office means that I must sometimes do work for multiple lawyers/support staff at a time. This is challenging because I have to balance as many things as possible without unfairly prioritising certain work, or disappointing one of the lawyers by not being able to complete work. However this challenge is a great learning experience, through which I have also learnt better time management. Meeting these challenges is rewarding, since it does not go unnoticed by the lawyers, who placed a greater deal of trust in me.

Can you tell me about a standout moment or memorable experience that you’ve had at Kiely Thompson Caisley so far?
Realising that the lawyers I work for were counsel for many of the leading cases I studied in employment law, then helping them work on the appellate stages of some of these cases was an extremely memorable part of my experience as a law clerk at the firm.

What makes Kiely Thompson Caisley different from other firms?
It is a small boutique firm but has a large presence. It has a very wide client base. Also the seminars it holds for the numerous high profile employers who trust us to keep them up to date on their obligations as employers demonstrate the wide reach of the firm, and certainly made me feel like I was working at a larger firm.
Wilson Harle

General Details:
Location: Auckland CBD

Areas of law: Commercial and public law and related advice. Range of work undertaken includes commercial and contract issues, competition, anti-trust and trade practices, construction, corporate governance, anti-money laundering and insololvency, insurance, media law, professional and product liability, regulatory and public law issues, shipping and international trade, statutory inquiries and complex criminal cases
Staff: 9 lawyer, 3 partners
Contact: Chris Browne (chris.browne@wilsonharle.com) or Victoria Fletcher (victoriafletcher@vodafone.co.nz)

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

Wilson Harle has been named Litigation and Dispute Resolution Firm of the Year at the New Zealand Law awards for three consecutive years. It has also been named Leading Firm in Dispute Resolution and Insurance in the Legal 500 Asia Pacific (2016) and is a Ranked Firm in Dispute Resolution in Chambers Global 2016.

Working at the Firm
Wilson Harle encourages collaborative work practices and mutual assistance. Staff are expected to work hard when required but are encouraged to take time when work pressures are lower. The firm takes suitable cases on a pro bono basis and the partners provide assistance to various community organisations. The firm has an explicit “one team” culture. Everyone works with and for everyone else in the Wilson Harle team.

Employment Opportunities
Wilson Harle looks for intelligent, personable, engaged, hard-working and honest employees when recruiting. Applicants intending to practice in litigation are expected to have studied Evidence.

Wilson Harle offers a recruitment programme for summer clerks and graduates annually. One or two clerks are usually employed each year. Applications for the recruitment programme open mid-March.

Summer Clerk Profile: Victoria Rea, Victoria University of Wellington

What team/s did you clerk in this summer? If you were in more than one team, what team was your favourite and why?
Wilson Harle doesn’t have fixed separate teams, rather you get experience working with all the partners and legal staff on the large range of work that the firm undertakes. It is this diversity that sees you working across a whole spectrum of legal issues, from liquidated damages and penalties one day to retrospection and licensing the next. This can mean that every day there is a new and exciting area of the law to get your head around.

What did you enjoy most about working at Wilson Harle?
I have enjoyed both the people I have worked with and the diversity of work I was exposed to at Wilson Harle. With such a close knit, intelligent group of co-workers it is hard not to be in awe of the work that is undertaken daily by practitioners who are leading their fields of work. Being a boutique sized firm you get hands on experience immediately and are given the independence and guidance to develop and work on your legal skills.

What makes Wilson Harle different from other firms?
Being a specialist litigation firm Wilson Harle is in a unique position to offer a blend of services and skills unmatched by any other firm. By covering the whole length of commercial disputes from advice and strategy to resolution through negotiation, mediation, arbitration or trial you really get a sense of the whole picture. Beyond the work we do, you can tell the firm puts a lot of effort and thought into the way its selects its staff. Everyone works seamlessly together like a well oil machine and I found it very easy to fit right in.
The Public Sector

Legal work in the public sector is an alternative to the commercial focus of a private law firm. Though clients and hours might be different, work with the government is just as stimulating, sophisticated and demanding as work in the private sector. Many in the public sector are drawn to the civic aspect of their work, as well as the healthier work-life balance available. Government legal work is extremely varied, encompassing all areas of law, from criminal, to commercial, to public.

Additionally, career paths are flexible, with opportunities stretching across numerous departments and ministries. While limited internship opportunities are available for undergraduate students, exposure and opportunities generally follow graduation. Alternatively, there is potential to migrate from the private sector following previous employment in a firm.
The Government Legal Network (GLN)

General Details:
Locations: The GLN is represented in all main regions but the majority of lawyers work in Wellington
Areas of law: The Government Legal Network (GLN) has a strong focus on collaborative, professional leadership in the delivery of high-quality legal services to the Crown. Holding in-house advisory roles or advocating on behalf of the Crown in the courts, government lawyers address a broad spectrum of legal issues including commercial, constitutional, international, resource management, human rights and legislative design
Staff: 1000+
Contact: info@gln.govt.nz. For information about internship opportunities visit www.gln.govt.nz

About the Network

Formed in 2011, the GLN is a “whole of government” collaborative approach to advancing the quality and value of legal services provided to the Crown. Every day, lawyers in government agencies work at the leading edge of public law – supporting effective governance, upholding the rule of law and producing better outcomes for all New Zealanders.

Government lawyers work in many different organisations, including:
- Ministry of Business Innovation and Employment
- Canterbury Earthquake Recovery Authority
- Department of Conservation
- Ministry of Health
- Inland Revenue
- Department of Internal Affairs
- New Zealand Customs Service
- Department of Corrections
- Crown Law Office
- Ministry for Culture and Heritage
- Ministry of Defence
- New Zealand Defence Force
- Government Security Communications Bureau
- Ministry for the Environment
- Ministry of Foreign Affairs and Trade
- New Zealand Police
- Ministry of Education
- Ministry of Primary Industries
- Serious Fraud Office
- Ministry of Social Development, and
- the Treasury

Working in the Network

The dynamic legal environment across government offers public sector lawyers challenge and purpose in their careers. Lawyers can experience in-house advisory roles or move into advocacy, representing the Crown’s interests in litigation, inquiries and a variety of tribunal settings. Specialisation and diversity are both valued and peripheral opportunities exist in policy, management and governance.

A small team within Crown Law facilitates a range of programmes to support rewarding and nimble career pathways for government lawyers, and the minimisation of Crown legal risk at a systemic level. These programmes include:
- Crown legal risk reporting, monitoring and mitigation
- practice groups encouraging discussion and collaboration across many areas of law
- professional development-compliant “lessons-learned” seminars
- networking events
- an intranet containing a database of government lawyer profiles, legal opinions and precedents, training materials and other useful resources
- secondment opportunities
- talent management and succession planning
- summer clerk and graduate programmes, and
- an Introduction to Being a Government Lawyer course, catering to both senior and emerging professionals

These initiatives provide lawyers in the GLN with excellent, ongoing opportunities to broaden their expertise, experience different practice environments and develop professional contacts.

Opportunities for Students

GLN clerk and graduate programmes provide meaningful work and access to exceptional mentors. Talent is developed through exposure to complex legal issues within a supportive environment where guidance is readily accessible.

In 2016, the GLN Summer Clerk Programme placed over 20 students into exciting opportunities across government. 2016 also saw the permanent establishment of the GLN Graduate Programme which has a two-year, fixed-term rotational structure. Both programmes are designed to equip budding lawyers with a variety of skills essential to both public and private practice.

Summer Clerk Programme

- The Government Legal Network routinely recruits for the summer clerk programme in February/March of each year.
- Clerkships have a 3-month duration from the end of November to the end of February.
- Participating departments vary each year but usually include a mix of core Crown departments and Crown entities.
- 10-20 clerks are appointed.
- Clerks undertake a range of research, drafting and junior-level advisory work. Clerks may also provide administrative support (e.g. preparation of bundles, creation of document libraries).
• Full details around the application process, including guidelines and an online application form, will be available on the GLN public-facing website when recruitment opens (www.gln.govt.nz/opportunities).
• If you would like to pre-register your interest in the clerk programme, please email info@gln.govt.nz We will notify you when recruitment opens.

Graduate Programme
• The Government Legal Network Graduate Programme has a two-year rotational structure involving four six-month placements across government legal teams.
• The programme is designed to immerse talented graduates in a challenging yet supportive learning environment in which they receive access to complex legal issues from the outset. By the end of the programme, graduates will emerge at the Solicitor level, fully competent in a range of tasks.
• The programme was permanently established in 2016.
• Recruitment will occur in February/March 2017 with graduates appointed commencing employment in February 2018.

• Recruitment will continue on a biennial basis.
• Full details around the application process, including guidelines and an online application form, will be available on the GLN public-facing website when recruitment opens.
• If you have a query about the Graduate Programme, or would like to pre-register your interest as an applicant, please email: info@gln.govt.nz
How has your legal career developed?

In fits and starts! When at law school, I did not really know what sort of law I ultimately wanted to practice. Upon graduating, I joined the Ministry of Consumer Affairs in a semi-legal role that saw me advising consumers on an 0800 phone line. As my time at the Ministry progressed, I started getting involved in consumer policy development and legislative reform work. None of those areas required a law degree, though it was useful to have one. Most importantly, the experience taught me that working in the public service was a great match with my personal values and, while doing that job, I went back to university and undertook an LLM.

With the LLM complete, I got a ‘real lawyers job’ in the (then) Ministry of Fisheries’ legal team. There, I was exposed to the wide variety of work public sector lawyers can get involved in: advising on a range of issues (fisheries, public law generally and Treaty principles); becoming involved in legal/policy development of regulatory frameworks; assisting with legislative development; providing advice directly to Ministers and other senior decision makers; appearing before Select Committees; instructing external counsel and preparing the Ministry’s response to litigation proceedings.

Being involved in litigation ‘up close’ was a great experience and informed my move to a Crown Counsel role. The following 13 years at Crown Law exposed me to an even wider range of legal issues and to the fine art of litigation, which I enjoy very much. I also received opportunities to extend my broader skills at Crown Law – firstly, as a Team Leader in the Public Law Group and then, in the last 2 years, Deputy Solicitor-General of the Crown Legal Risk Group.

The opportunity presented, in early 2015, to act as Director of the Government Communication and Security Bureau (GCSB). This was one of those opportunities that is not possible to plan for, but for which I put up my hand because of the challenges it would offer in terms of broadening my public sector experience and taking on a significant leadership role. It was a valuable experience – offering great exposure to a range of work and perspectives different, but complementary, to the legal advisor role I have traditionally held.

My appointment to the Solicitor-General role in 2016 provided a thrilling opportunity to bring these career experiences together and balance organisational and legal leadership. It is an exciting challenge and I am thoroughly enjoying it.

What do you see as the most valuable functions of the Solicitor General role?

Our system of democratic government – committed to the rule of law – requires strong, independent advice and institutions such as the Solicitor-General.

As both principal advisor to and advocate for the Crown, it is a role which serves the Crown’s immediate and long term interests. The role also comprises the Chief Executive function of the Crown Law Office and I am privileged to lead the talented people (lawyers and non-lawyers alike) at Crown Law to deliver on Crown Law’s strategic purpose. Finally, the position has a wider responsibility to provide professional leadership to lawyers right across the Government Legal Network.

It is a dynamic and challenging role.

Why do you enjoy working in the public sector?

I love the interface of law and public policy. The public sector offers a range and variety of legal work, always with a clear direction to make a better New Zealand, as set by elected Ministers in Government. Lawyers in public service have to keep up to date with the wider context – and the Crown’s long term interests, to assist governments lawfully deliver their policy goals.

Why types of matters do lawyers in the GLN address?

The great thing about the GLN is that it covers the vast range of work and issues facing the Government, agencies and industry sectors. Whether an issue relates to contract negotiation, large or small scale procurement, consultation, judicial review, tort claims for compensation, regulation of industries or Treaty principles and claims, GLN lawyers will be there. These are just preliminary examples – there are many other subject areas and types of work.

What skills do you see as essential in the young lawyer?

Clarity of thought and expression are important for all lawyers, young and old. But, as a lawyer starting out, I think the most essential skill is being open to new ideas, new experiences and new ways of looking at things. Diversity of thought and approach is an essential element of effective lawyering.

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What advice would you give to those planning a career in the public sector?

My advice to those planning any career is to find out what you love, and seek out roles that allow you to do that. The breadth and scope of public sector careers allows for this.

But, also: pay good attention to the machinery of government – how does it all fit together, from idea to policy formulation to implementation? What are the roles and functions of the different players? Get the principles of law and constitution out of the text book and into your everyday life, they fit into the machinery of government and you need to know how that all fits together.

Recognise the value of breadth of experience – take opportunities within the public sector and realise the benefit in obtaining relevant private sector experience.

Overall, I would emphasise that a broad professional context provides an invaluable platform for a rewarding future as a senior public servant.
The Public Defence Service (PDS) operates independently within the Ministry of Justice. We provide high-quality criminal legal aid services to people who need it most. We do this by providing:

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

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

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

Working at the Organisation

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

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

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

- an understanding of the fundamentals of criminal law and procedure
- legal research skills
- a fundamental understanding of the law of evidence, and
- time management skills

Most of our work is in the District Court and concerns cases which, if they go to trial, are dealt with by a judge alone. We also receive cases for jury trial (maximum penalty of 2 years or more), including the most serious charges which are dealt with in the High Court. Our lawyers manage multiple files and clients at any one time. The key elements of our work are:

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

Opportunities for You

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

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

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

We look for people who are passionate about criminal justice, have a strong work ethic, are versatile self-starters and excellent communicators, and are able to build and maintain strong working relationships. You must be client-focused and able to manage multiple pressures and a variety of tasks.


We recruit for our summer intern programme and law graduate programme in July.
What does your day look like working as a PDS lawyer?
I act for legally-aided clients in the criminal court. This includes:
• meeting with clients and giving them legal advice
• researching cases, writing submissions and managing files
• liaising with court and prison staff, probations, and other lawyers, and
• assisting senior lawyers with legal research

There is a great deal of building strong working relationships. Whether I am at court most of my day or having an in-the-office day, there is never a dull moment working as a lawyer at the PDS.

What is your favourite thing about working at the PDS?
There is always something new to learn which contributes positively to my experience as a Junior Lawyer, this is due to the variety of cases that PDS undertakes and the supervision and support that is available to us. PDS is a fantastic training ground for new lawyers. I also love being part of a close-knit office.

What are three key attributes to be successful in this role?
• A passion for helping people
• Diligence
• Patience

What are the greatest achievements and challenges that come from this role?
As a Junior Lawyer, the biggest challenges relate to the process of building my capability as a lawyer as well as learning to deal with the more difficult clients. The greatest achievements for me so far are learning to manage my nervousness when speaking in court and putting my law degree to use.

Junior Lawyer Profile: Sophia Thorburn
How did you begin your career in criminal defence?
I always loved anything to do with criminal law, anything to do with defence. You’d hear those sorts of stories in movies where [people] (of course in those days it was always the men) came and took on trials and won impossible cases. Even as a child there was always something inside me that just absolutely adored and loved that stuff, and always wanted the defendants to win.

What was your experience like as a woman starting in such a tough field of law? Has this gotten easier as more women have entered the legal profession?
It’s tough for everyone, irrespective of gender. I think it’s always tough. People always say “oh it’s hard now, used to be easier” — it’s never easy. Getting started sometimes requires luck, sometimes being in the right place at the right time, sometimes connections. It’s hard at the moment for people to get started in criminal law because the system has resulted in major cutbacks in Legal Aid. If your client is not private, nor appointed through Public Defence Service, it’s a lot harder because there is not enough funding for the main practitioners to take on juniors along the way.

What do you think the University could do to prepare students more to work in criminal law?
I think groups like the Equal Justice Project should aim to connect with the Law Society and University to see whether, in a couple of years, they can get students linked up to work for practitioners pro bono. Then practitioners can get to know you, and you can get a foot in the door. We had someone who came on board with EJP and she was a hard worker and got stuck in doing work for people, got great references, and now she’s clerking for judges. Try not to isolate yourself from the working world while you’re at university.

Do you still find criminal defence work as rewarding as when you started?
Yes. It’s different, because the cases I do now are more of the serious ones. I still do some sentencing, I try to save people and get good results. But looking back, you did all sorts of stuff in the early stages, you didn’t really know what you were doing, you went to prisons, you watched videos — a real mix of things. I’m still absolutely loving what I do, and I give a lot more now back to the community. But the cases I do now — I miss some of those old ones that were on the face not so serious, but still wonderful cases to do for a lot of reasons.

Could you tell us a little bit about your clients?
There’s no one you don’t like. Your clients, they give you your funny moments, and your sad moments, but they’re just wonderful. Sometimes I get defensive of them. You have to have a high level of professionalism at all times, because you cannot denigrate your clients.
You get smart people who make dreadful comments with no basis for it that “they’re all scum, they don’t work, they want to fleece the system, they couldn’t care less”. I try to put my clients in a light that makes people realise just what their journey was — how they got to this point in their lives — and what’s out there to help turn them around.

People often say that criminal defence work can be emotionally draining. How do you avoid burning out?
You get involved, but you manage to stay objective. You want to work hard for them, you want the best result — which is sometimes even pleading guilty — but nonetheless you sometimes need to step aside, because otherwise your judgment’s gone. You use judgment, make a decision tactically, and sometimes it turns out to be the wrong one. Nonetheless, you have to remain objective so that your decisions are not based on emotion. You can go home sometimes, cry, feel disappointed, and feel that it’s so hard for those people. You do feel it, but you keep your boundaries.
Auckland Council

About the Organisation

Auckland Council is the largest council in Australasia. As a local government it helps meet both regional and local needs, giving Auckland the resources it needs to grow and develop. Auckland Council as two complementary decision-making parts – the governing body and the local boards. The council organisation is led by the Chief Executive. Its employees provide advice to the local boards and governing body, carry out their decisions and provide services to residents and ratepayers around the region. Auckland Council’s goal is to make Auckland the most liveable city in the world.

Opportunities for Students

Auckland Council runs a summer intern programme from November to February. To be eligible, students need to be in their penultimate year of study towards a relevant qualification in the chosen field. Auckland Council takes approximately 30 interns across several departments. Law students may be eligible for various departments such as Local Board Services, People and Capability, and Community Facilities.

Depending on the department, intern applications generally open mid-April or mid-August. Find out more information on careers.aucklandcouncil.govt.nz/graduates/intern-programme

Auckland Council also has a Graduate Programme. They hire approximately 50 students from various fields of study to work across different departments. For more information on the available graduate roles, visit careers.aucklandcouncil.govt.nz/graduates

Intern Profiles

Hannah Bergin, University of Auckland
Samuel Georgiou, University of Auckland

What kind of work have you been doing at Auckland Council this summer?

Hannah: This summer I have been working in the Contract Management team, which is part of the larger Community Facilities Department. This team oversees the management of the maintenance contracts that govern all of Auckland's community facilities for things such as cleaning and security. I happened to be there at a time of massive change and had the opportunity to be involved with a large-scale contract tendering process, which was really exciting.

Samuel: Throughout the Intern Programme I have worked with the Community Leases team and the Land Advisory team, within the broader Community Facilities Department. My role has primarily been focused on dealing with land and facilities that Council owns and uses. This work has involved a variety of tasks including drafting leases and reports, research, statutory interpretation and site visits.

What did you enjoy most about working at Auckland Council?

Both of us found the positive work environment to be a huge highlight. Everyone was so friendly and always willing to offer their advice and guidance at any opportunity. It was a pleasure to work alongside a hugely diverse group of people, and to learn about the enormous range of services that Auckland Council provides. We gained a new appreciation of all the little things that go into making such a big city work. It felt good to know that the work we were doing was improving our city and benefiting its people.

What was the most challenging part about working at Auckland Council?

Auckland Council is an enormous organisation with a huge number of employees and many different departments. Often working between departments is necessary but this can be challenging when people are scattered throughout Auckland and can require additional administrative work to coordinate across teams.

A further challenge in the Intern Programme is that to get the most out of it, interns must be self-driven and show initiative. This was a bit of a wakeup call for some but we think that it is a great opportunity to develop that and to start to drive your own career.

What are the social opportunities like at Auckland Council?

From the outset we felt welcomed and a part of the team. Interns have development sessions every month, which are a great opportunity to get together with fellow interns and get to know each other better. Each department also has a Christmas party, which provides an opportunity to come together and celebrate the conclusion of the year. Everyone is really friendly and likes to socialise, whether it’s having lunch together or going out for a drink after work.

How have you found the legal knowledge you have learnt doing your law degree relevant to your job?

Hannah: As part of the Contract Management team, the most useful area of law was contract law. It was really interesting to see how contracts function in reality, compared to what we learn about contracts in class. As well as that, I found public law was useful from a general knowledge perspective, as it gave some insight into what Council’s obligations as a public body are.

Samuel: My specific knowledge of easements, land titles and other elements of land law, was directly relevant to the work I did in the Leasing and Land Advisory teams. I also found my skills in statutory interpretation and negotiation, as well as my understanding of public law to be particularly useful.
About the Organisation

The New Zealand Law Society

General Details:

Membership: Anyone wanting to practise law in New Zealand must hold a practising certificate issued by the New Zealand Law Society. At 19 December 2016 there were 13,278 lawyers with a current New Zealand practising certificate of whom 12,602 were based in New Zealand. Lawyers may also choose to become a member of the New Zealand Law Society. At 19 December 2016, 12,901 lawyers had opted to be members.

Structure: The New Zealand Law Society has had an elected President since 1897. Kathryn Beck is the current President and became the 30th President of the New Zealand Law Society when she began her three-year term in April 2016.

The Law Society's direction and activities are decided by a Council, elected by members. The Council meets twice a year. The Law Society Board, made up the President and four Vice-Presidents, acts as the governance body and meets regularly throughout the year. The Law Society's work is carried out by a permanent staff of over 100 and through a strong voluntary input by lawyers around New Zealand.

Regulation

Anyone who wants to provide legal services must obtain a practising certificate from the New Zealand Law Society. The Law Society administers the Rules of Conduct and Client Care for Lawyers which are binding on all lawyers and set minimum standards for legal practice in New Zealand. The Lawyers Complaints Service operated by the Law Society investigates and resolves all complaints made against lawyers, law firms and non-legal employees. A team of Law Society inspectors review the operation of lawyers’ trust accounts and ensure they are managed in accordance with the law. The Law Society also oversees the mandatory Continuing Professional Development (CPD) requirement under which practising lawyers are required to plan and complete a minimum of 10 hours of CPD activities each year.

The Law Society’s regulatory role is funded through an annual practising fee which all lawyers in practice must pay.

Law Reform and the Rule of Law

The Lawyers and Conveyancers Act 2006 requires the New Zealand Law Society to regulate the practice of law in New Zealand. The Act also allows the Law Society to represent its members. The Law Society therefore has dual functions.

As a membership organisation, the Law Society provides a wide and varied range of services. These include a national law library service, provision of continuing professional development through the Law Society's wholly-owned education provider NZLS CLE Ltd, and events and services delivered through the 13 Law Society branches around New Zealand and its three sections which represent the interests of lawyers specialising in family law, property law, and in-house lawyers. Each of the branches and sections has a president or chair and an executive committee. Law Society events include formal bar dinners, social events, casual learning sessions, committee meetings, study groups, and skills development sessions.

The Law Society's Practising Well initiative provides a range of support resources and services for lawyers who may be under stress or who encounter other problems in legal practice. Many of the branches have new or young lawyer groups which offer a full programme of activities. The New Zealand Law Society Women's Advisory Panel is developing a range of practical initiatives aimed at improving the retention and advancement of women in the legal profession.

Opportunities for Students

While the Law Society is focused on regulating and providing services for lawyers in practice, it is working to develop a greater presence among law students. Most people encounter the New Zealand Law Society first when they want to be admitted as barristers and solicitors. The Law Society is required to issue certificates of character for all candidates, and from then on it is an important part of a lawyer's work. As part of its drive to provide more information to law students, the Law Society has developed a special weekly e-newsletter, NZLS Weekly. This can be received free by signing up at www.lawsociety.org.nz/news-and-communications/email-updates/nzls-weekly The Law Society also makes copies of its magazine LawTalk available to law students through the country's law schools. LawTalk is available online (at www.lawsociety.org.nz/lawtalk). Further information can be found on the Law Society website at www.lawsociety.org.nz.
Ministry of Justice

About the Organisation

The Ministry of Justice offers paid summer internships to join their Policy Group in Wellington from November to March. These internships give students the opportunity to work with experienced advisors in policy development and gain insight into working in the public service. They look for students with strong analytical and problem-solving skills who have preferably studied in the following areas:

- law
- economics, and/or
- politics or public policy

Applications open around late August and close late September. You can find more information on vacancies at the Ministry of Justice at: apply.justice.govt.nz

Ministry of Justice Intern: Olivia Kazmierow

What is your role as an intern?

As a policy intern at the Ministry of Justice, I am assigned to work in a particular team. The Ministry of Justice oversees more than 150 pieces of legislation and each team is in charge of particular Acts or parts of them, so there is always plenty of work to be done. Typically, the role of an intern involves research projects, writing tasks, and collaborating with other team members on bigger projects. However, interns are also encouraged to observe and assist (where appropriate) with some higher level policy tasks which can be very exciting. This can mean things like preparing for bills to be sent to the House or select committees, and advising other agencies or ministries on Justice policy matters.

How have you found your legal knowledge useful in your role?

I have found it very useful because it has given me a solid framework on which to build my new knowledge about policy. I have a good understanding of how the branches of government interact, and as some of the smaller details of how the executive branch works because of public law. I feel that it would have been quite disorientating to have come into the Ministry not knowing how the structure that I work in fits in with all the public institutions around it. My legal knowledge has also been useful for the details of my policy work. I was very pleased to have been placed in a team that meshed well with my own areas of legal skill and experience, so I have been able to put that to good use. I have found my practical knowledge of the law useful as well as my academic knowledge as it gives me insight into how the law operates in real life. I have also found that my background in social science from my conjoint degree has complemented my legal knowledge well in the policy arena.

What has been the most challenging part about working at the Ministry of Justice?

The most challenging part has been getting out of a legal ‘purist’ headspace, and learning how to fit social science ideas in with legal doctrine to produce the fullest advice possible. It was strange to realise that, after spending so many years in law school reading legal judgments nearly every day, I was ‘allowed’ to take into account non-legal ideas when giving advice on legislative issues.

What are the social opportunities like at the Ministry of Justice?

The Ministry of Justice has a really positive working environment. Because of the business unit structure, you spend time with your team everyday so you get to know everyone on a personal level. There are social events that you can attend to meet people from other business units as well. Being part of an intern cohort is also an excellent social opportunity as you get to bond over your common experiences and become friends. Additionally, the State Services Commission runs networking events to connect you with other interns from a wide range of state services.

Have you any experience working for a law firm? If so, how has your experience at the Ministry of Justice differed to that?

The majority of my legal experience has come from working for a barrister. Working at the Ministry differs from working in a legal environment quite a bit. It is less formal, though still a professional setting. The relationship that you have with your superiors is more open and familiar than you might have with a senior at a law firm. I also found that the way that I am given feedback on my work is very thorough and constructive which has been invaluable. This level of feedback isn’t always possible in a fast-paced legal environment. I think the team-based structure of the Ministry facilitates this, whereas lawyers tend to work independently.

I have also had an internship at the Public Defence Service, which is part of the Ministry of Justice. Being part of the Ministry made PDS slightly different to typical law practices. It was more structured, values were emphasised, and in-house processes assured high quality work and lawyers. Working at PDS also differs from working in Policy. It is important that PDS, as a criminal defence practice, remains independent from the Ministry, so working there did not involve any matters of policy. It was legal work. My internships at PDS and in Policy have both had a common focus on enabling me and my cohort to broaden our horizons by taking advantage of learning opportunities and novel experiences, whether that be going to visit prison or assisting with an important document or submission.

What have you enjoyed most about working at the Ministry of Justice?

I think I have most enjoyed being able to contribute to the law on a systemic level, rather than an individual level. I think everybody who has worked for a law firm or a barrister can relate to the feeling of frustration when you are unable to help someone who really needs help because of some quirk of legislation. Being able to contribute to the institution that responds to those frustrations and brings about change by improving the law and people’s access to justice is incredibly rewarding.
Ministry of Business, Innovation and Employment (MBIE)

About the Organisation

MBIE offers students the opportunity to work in public policy and gain exposure to a range of policy issues including: immigration, construction and housing, skills and employment, trade and international tourism, commerce, competition and consumer law, as well as various others.

Students can apply for either their Summer Policy Internship running from November to February, or their Policy Graduate Programme beginning in either February or August. MBIE also offers a TupuTai Pasifika policy internship in Wellington and Auckland. This gives Pasifika students the opportunity to spend their summer working at either NZQA or MBIE.

Applications to work at MBIE generally run throughout July. More information can be found at: www.mbie.govt.nz/about/work-for-us/graduate-and-intern-opportunities

MBIE Summer Policy intern: Kate Fitzgibbon, University of Auckland

What kind of work you have been doing at MBIE this summer?
I was in the Financial Markets Policy team. I worked on a range of different projects, but my primary focus was researching future policy developments for KiwiSaver.

How did you apply for your internship?
(e.g. interview process in Wellington etc.)
There was a standard online application, which required a CV and cover letter. This was followed by a 15-minute phone interview. I was then sent a policy problem and given 24 hours to write some brief recommendations. The assessment centre took place in Wellington. It involved an individual interview, a group activity, and a careers fair where we were introduced to the different branches within MBIE.

What have you enjoyed the most about working at MBIE?
The best thing about working at MBIE was the collaborative work environment. Meetings never felt hierarchical, and I was always encouraged to share my thoughts. My team was incredibly supportive and encouraging, and everyone was always happy to help me out.

Another great aspect of working at MBIE was the varied workload. I worked on a broad range of different projects, and no two days ever felt the same. This was my first time working in government, so my team made an active effort to give me a well-rounded experience.

What has been the most challenging part about working at MBIE?
Policy work is quite different to what I am used to doing at University, so it took me some time to adapt to this new style. I was assigned a buddy who was always happy to show me examples and provide feedback on my work, which made the transition easier.

Have you any experience working for a law firm? If so, how has your experience at MBIE differed to that?
Policy work at MBIE is very different to working at a law firm. Rather than applying the law, policy advisors look at the bigger picture, asking what the law should be, and assessing its impact on a wide range of stakeholders.

What are the social opportunities like at MBIE?
At MBIE there were many social opportunities available. In addition to holding regular networking and development opportunities, there were a number of sporting events and inter-team competitions on offer.

The intern programme took place over the Christmas period, so I was able to attend my branch Christmas party. We also had fortnightly intern catch-ups, and we would often meet up for dinner or to explore Wellington together.

Outside of MBIE, the State Services Commission organised regular social events for interns and graduates working in government. These events were great opportunities to hear about different departments and opportunities within the public sector.

How have you found the legal knowledge you have learnt doing your law degree relevant to your job?
My law degree was highly relevant to this internship. My legal research skills were particularly useful, as it was essential that I could access and interpret legislation and other documents easily. My knowledge of public law was also helpful, as I had a good grasp of the basic machinery of government before starting the internship.
Social Justice

Many students want to use their law degrees to contribute to the advancement of society, and there are numerous opportunities in the field of social justice. Some organisations aim to provide accessible legal information and services to those who might not otherwise be able to afford it. Others require legal support in their missions to create a better society for everyone. Work in social justice is diverse and rewarding, and develops comprehensive and practical legal skills.

Social justice work can often be accommodated alongside other employment. Social justice organisations generally rely on donations and volunteers to sustain their activities, meaning there are a range of ways to get involved. Alternatively, many legal employers (especially law firms) allow their employees to undertake pro bono work for the wider community alongside their regular work.
The aims of Citizens Advice Bureaux New Zealand are to:

• ensure that individuals do not suffer through ignorance of their rights and responsibilities, or of the services available, or through an inability to express their needs effectively, and
• exert a responsible influence on the development of social policies and services, both locally and nationally

Each Citizens Advice Bureau (CAB) is an incorporated not-for-profit organisation, operated by local community volunteers. Some CABs have paid staff who support the management of the bureau.

At the CAB we help people to know and understand their rights and obligations and how to use this information to get the best outcomes, provide people with the confidence and support they need to take action, and work for positive social change within communities and wider society. We provide a free and independent service to all.

When helping clients the CAB’s aim is not to take over the management of a client’s situation, but instead to work alongside them, helping them to help themselves and providing pathways for resolving their issues to ensure that the client has an opportunity learn and grow in confidence.

The CAB, unlike the Government, does not have a statutory obligation to take the prescribed course of action if people disclose certain issues, and as such, people often feel safer disclosing sensitive and serious issues to a Citizens Advice Bureau than they do to Government agencies.

Opportunities for Students

Our service of information, advice and support is delivered by over 2,400 volunteers throughout the country – do you want to be one of them?

CAB volunteers from all walks of life help more than 500,000 people every year. You will find the work interesting, stimulating and fun. When we ask volunteers to describe what they love most about being involved with Citizens Advice Bureau, most say it’s the fact that no two days are ever the same.

When you volunteer with the CAB you will be provided with free training as well as the tools and on-going support you will need to provide the CAB service. Being a CAB volunteer is a commitment, but one that many of our volunteers wouldn’t give up for gold.

CAB volunteers go through a rigorous period of learning and development before they become accredited to work with clients individually. Most CABs roster their volunteers on duty weekly or fortnightly, for a two or three-hour shift. Some CABs have a range of additional volunteer roles available; just contact them to find out more.

It is a position that would not only look great on a law student’s CV, but one that would also provide beneficial practical experience of dealing with clients. To find out more contact your local CAB www.cab.org.nz/acabnearyou
The 24 Community Law Centres across Aotearoa are independently run as either charitable trusts or incorporated not-for-profit organisations. Each centre has a management committee that plans, governs and promotes its centre. Most Community Law Centres operate with a lot of help from volunteers such as law students and practicing lawyers. With the help of 1500 volunteer lawyers and students, Community Law provides a professional legal advice and assistance service up to 55,000 families a year who cannot afford a lawyer.

The Auckland, Waitemata, Mangere and Otara/Manukau Community Law Centres, for example, provide free legal services to members of the Auckland community. Their services are designed to empower people to resolve their own legal issues. They mostly do this through drop-in sessions, over the phone with information, advice, assistance and self-help resources, as well as providing education seminars.

In some situations, Community Law Centres will provide actual legal representation for a client, but only when the CLC has sufficient resources, and when the issues at hand are sufficiently serious, such as when a person is experiencing loss of income, loss of housing, harm in the home, or a serious social justice issue. Community Law Centres are funded to prioritise people on low incomes.

There are also more specific Community Law Centres. Auckland Disability Law is the only Community Law Centre in New Zealand that provides specialist disability legal advice and services for disabled people, their families and whanau. Similarly, YouthLaw is a Community Law Centre for children and young people nationwide that provides free legal services to anyone under 25 who is unable to access legal help elsewhere. Ngai Tahu Maori Law Centre provides advice to Maori on mostly Te Tiriti o Waitangi-related issues. More details about all of these centres can be found online.

Community Law work requires dedication, innovation, resourcefulness, a commitment to excellence, great communication skills and a passion for social justice. The parts of a student's legal education that would be most relevant to working at Community Law would be specialised knowledge in the areas of law of family, employment, consumer and debt, tenancy, immigration, and criminal.

Opportunities for Students

Community Law Centres do offer internship programmes. Please contact your local Centre directly to find out about their particular plan.

Students interested in voluntary involvement with Community Law can volunteer at their local centre to gain experience and develop skills as well as give back to the community and ensure meaningful access to justice for vulnerable citizens.

Typical areas for volunteer work include:

- legal advice and referral
- legal research, writing and editing
- legal education, and
- campaign work

Students at the University of Auckland interested in involvement with Community Law should consider joining the Equal Justice Project. The Equal Justice Project is a student-led group of volunteers dedicated to improving the access to justice of the most vulnerable in society. The five different groups within the EJP undertake work such as volunteering at Community Law Centres, researching for solicitors’ pro bono cases, and visiting schools to educate students about their rights and the justice system. The EJP is a great opportunity to put your fledgling legal skills to use, and to effect genuine change within the community.

Working at the Organisation

Community Law Centres offer the chance to perform rewarding social justice and human rights work, in a dynamic environment. Community Law work is highly varied, and includes:

- legal advice and representation
- community legal education
- policy work
- media and communications
- administration and office support

General Details:
Locations: 24 Community Law Centres across New Zealand that also provide outreach services to suburbs and smaller towns through over 140 locations. Find your nearest centre at www.communitylaw.org.nz
Areas of law: Family, employment, consumer and debt, tenancy, immigration and some criminal work
Staff: 88 legal staff
Contact: Students interested in opportunities with Community Law should find their local CLC to contact at www.communitylaw.org.nz/your-local-centre/find-a-community-law-centre
YouthLaw Aotearoa

General Details:
Location: Papatoetoe
Staff: 11 staff and 18 volunteers
Contact: If you’re interested in volunteering, check out the YouthLaw website for more information: www.youthlaw.co.nz

About the Organisation

YouthLaw Aotearoa is a part of the nationwide community law centres network across NZ. The organisation is specifically catered for young people and is focused on delivering law to young people in an easily understandable manner that will allow them to be empowered. We provide legal support to young people under the age of 25 with low incomes and also adults acting on their behalf through legal advice, assistance, representation, education and information. With a youth focus, YouthLaw recognises that once a young person turns 18, their vulnerability doesn’t always magically disappear and that there is often a transition period to full independence.

As we are a national service, most of our legal advice is provided through the 0800 advice line, however, in sufficiently serious matters, we may support through legal representation where capacity and resources allow in limited circumstances.

Alongside our day-to-day advising of clients, YouthLaw regularly takes on projects that involve law reform or the creation of legal information that will empower young people and also other professionals or adults to help young people with their legal problems. In the past year, we created two extensive reports that challenge the barriers to education for students in NZ.

We consist of a small team of passionate staff that includes lawyers, legal educators, administrative staff and law clerks.

Opportunities for Students and Graduates

YouthLaw has an extensive volunteer programme which allows students to gain hands-on legal experience. It is also an opportunity for you to give back to the community and to help other young people in need. We have 3 intakes each year that coincide with the university semesters. Volunteers will take on one shift (half a day) each week for the entirety of their intake after receiving training.

Work performed by volunteers at YouthLaw include legal researching, client interviewing, drafting legal documents, client advising and legal information creating to name a few.

If you are interested in volunteering with us, please make an application by following the instructions on our website: www.youthlaw.co.nz > about > volunteer for us

Volunteering with YouthLaw can count towards your community placement.

We welcome any law students or law graduates who are in Part II or above of law school to apply to volunteer with us. Internships and graduate are sometimes open, dependent on vacancy and necessity.

Clerk Profile: Annie Tavalea, University of Auckland

What did you enjoy most about working at YouthLaw?

I really enjoy working with clients to find meaningful solutions to their legal issues. Our client base is hugely diverse, and I really enjoy being able to engage with such a wide range of Aotearoa’s youth. I find it really fulfilling and a great privilege to work with people for whom access to justice is not a given.

What has been the most challenging part about working at YouthLaw?

The perennial problem in the not-for-profit sector is resource constraints. There is so much goodwill among our staff and across the community from people working with young people, but our capacity is limited by a lack of resources. This is frustrating for me, but is a challenge we face every day, which we strive to mitigate as best we can.

What made you decide to work at YouthLaw?

Having been a student volunteer with YouthLaw since 2013 I have always been impressed with the work that YouthLaw does, and the atmosphere in which the staff work. The staff are passionate about access to justice and they carry out their work with tremendous integrity and respect for youth. Seeing this made me know from an early stage that I wanted to be part of YouthLaw’s work, and I am privileged to be a part of the team.

What has been a standout moment or memorable experience that you’ve had at YouthLaw so far?

The great thing about working at YouthLaw is that all staff have the opportunity to get involved with all the different things going on at YouthLaw. I have the privilege of working in the Youth Justice Residence (youth prison) Korowai Manaaki, in Auckland teaching young people about the law and their rights and responsibilities under the law. Just this morning, a group of young people from Korowai Manaaki performed a waiata and haka during a YouthLaw session. It was amazing seeing these young people share their stories and their extraordinary talent with us and really brought home for me the reason why I do this job, and why I am passionate about working with young people.
Courts and Alternative Dispute Resolution

Becoming part of the judiciary is the end goal for many lawyers. Judges are held in high regard by the legal community, and have the enviable task of overseeing the development of the common law. Unfortunately, any opportunity to become a judge arises late in a legal career, if it arises at all, making it difficult to plan for. However, those who want a taste of life in the judiciary should apply to become judges’ clerks. Judges’ clerks work alongside a judge in the High Court, Court of Appeal or Supreme Court, undertaking legal research at the direction of the judge and summarising and analysing current cases. Applications open early in the year to academically excellent students in their final year of study. Successful applicants will be assigned to a court and will work for two years as a clerk following completion of their LLB.

Alternative Dispute Resolution (ADR) is a blanket term that describes the legal processes that can be used to resolve disputes before they are taken to court, including mediation, conciliation and arbitration. ADR is becoming increasingly popular as a cost-effective alternative to litigation, and can be used in numerous different circumstances. Many commercial and employment contracts have compulsory mediation or arbitration clauses as a first step in dispute resolution. Mediation is also compulsory for most separating families who have child care disagreements. Finally, restorative justice is a form of ADR that can be used during criminal cases. ADR is often less formal and adversarial than a courtroom, and can be conducive to more positive and satisfactory outcomes.

Careers in ADR generally follow a number of years doing traditional legal work, and there is no set path into the occupation. However, involvement in the ADR community is worthwhile. For those interested, this can provide education, connections and exposure more generally to the world of dispute resolution.
What do you need?
The applicant needs to be an honours student with excellent grades in their final year of their undergraduate degree. An applicant must submit a CV, record of grades achieved in their university courses of study, names of two referees (at least one of which should be an academic lawyer) who can be contacted in relation to suitability for appointment, and a cover letter.

How to apply?
You will be invited to apply as a judges’ clerk in the Supreme Court, Court of Appeal and the High Court in early March 2017.

What does a judges’ clerk do?
• legal research
• write legal opinions
• collate authorities on particular points
• provide comments to judges on their draft judgments
• write summaries of recent decisions of the courts, and
• provide analysis of issues arising in particular appeals or first instance hearings undertaken by the judges of the courts in which they work

What does it pay?
The present starting salary of judges’ clerks on appointment at all levels is $45,604 pa with the opportunity to progress in six-monthly increments to $58,586 pa.

What are the judges looking for?
• High level of academic ability and commitment to handle confidential information and materials with absolute discretion at all times.
• Good organisation skills and proven ability to prioritise and manage workflows. Ability to handle important relationships with skill and sensitivity.
• A professional and focused approach to work.
• An ability to use and willingness to learn computer-based research tools.
• Self-motivation and initiative.
• Ability to grasp unfamiliar concepts and undertake multi-tasking.
• Lateral and divergent thinking ability.
• Ability to work cooperatively with colleagues and court staff in formal and informal situations.
• Ability and commitment to consistently produce quality work.
• Regard for human rights and dignity including gender, ethnic and cultural equity.
For whom do you work and in which court?
I clerk for Justice Helen Winkelmann at the Court of Appeal.

What is your role as a judges’ clerk?
Roughly 80-90 per cent of my workload comes directly from my judge. In short, this work comprises research on points of law, memoranda on aspects of cases my judge is sitting on, sitting in on hearings and proofing draft judgments. The other 15 per cent or so comprises more general, administrative work that is shared amongst all clerks at the Court.

Have you had any experience working for a law firm and how would you say judges’ clerking has been different to that?
Yes I have – I summer clerked at a large law firm. Naturally, there are lots of differences. For example, the “team” you are in as a judges’ clerk really just is you, your judge(s) and their associates (or legal administrators). There is no hierarchy for work to trickle down: partner, senior associate, associate and so on. Make the most of that.

What is the social aspect of being a judges’ clerk like?
DIY. Unlike firms there are no weekly social events. So most of the time you have to make your own fun as a group of clerks. That said, there are a few court-wide functions throughout the year. The judges are always excellent fun to interact with.

Do you have any advice for students wishing to apply?
Make sure you have good grades. And have taken varied subjects at law school. You don’t want to have pigeonholed yourself with your papers.

In what ways is being a judges’ clerk challenging? What will candidates need to be prepared for?
Where do I start?! I’ll limit myself to two points. First, you will come across a huge variety of areas of law – some of which you will not have studied at university. You need comprehensive research skills and the ability to get across a novel area of law quickly. Moreover, particularly in the appellate courts, you will find that there is sometimes no precedent particularly on point and that your judge is called upon to clarify an area of law which is currently ambiguous. In my experience you will often be asked for your opinion when such occasions arise. While challenging, don’t be afraid to give it and to engage in robust discussion. Second, a lot of work is dedicated to the proofing of judgments. This includes all grammatical minutiae. While maintaining focus is challenging, this work is crucial to the role of the judges’ clerk.

What do you find the most interesting about the position?
The wide variety of law that I’m exposed to.

What is one memorable experience you have from the role?
Our trip with some of the judges to go tramping in the Abel Tasman National Park. The clerks got separated from the judges. This resulted in a lengthy debate as to which group actually got lost.
Arbitrators’ and Mediators’ Institute of New Zealand (AMINZ)

General Details:
Location: Wellington
Areas of expertise: Dispute Resolution, including mediation, arbitration, counselling and conciliation
Members: 1400+ current members
Website: www.aminz.org.nz

About the Organisation

Arbitrators’ and Mediators’ Institute of New Zealand (AMINZ) is the leading body in New Zealand for people working in the area of dispute resolution. It is a not-for-profit organisation dedicated to upholding, certifying and promoting the highest standards in mediation and arbitration.

Within the dispute resolution community, AMINZ aims to:
• set and maintain high professional standards through recognised qualifications
• maintain public confidence in ADR
• facilitate training and development in ADR
• promote growth and awareness of all dispute resolution processes
• maintain links with international organisations, and
• provide up-to-date information for members on ADR developments

AMINZ provides a variety of services to the dispute resolution community. It hosts an annual conference, featuring seminars and social gatherings of notable dispute resolution practitioners, as well as offering training courses for a variety of different skills.

The Organisation’s Work

AMINZ operates a series of panels and lists in specialist areas of dispute resolution so that selection and nominations in particular areas can be made of dispute resolution professionals qualified in that specific area. These include:
• Mediation and Arbitration Panels
• EQC Mediation Panel
• Family Mediation Panel
• National Panel of Conciliators, and
• Environmental List

Opportunities for Students

AMINZ offers free student membership, which provides access to the Institute’s communications and event information. Students are encouraged to attend the annual conference, which will be held in Auckland. There are also monthly breakfast meetings, hosted by experienced speakers from a variety of different fields. These are both excellent opportunities to learn more about New Zealand’s dispute resolution community.

AMINZ operates an accreditation scheme, which provides professional benefits. Accreditation is recognised by the legal community and the public, and provides numerous opportunities to become further involved in dispute resolution. Additionally, it provides access to the Institute’s intellectual resources.
Resolution Institute – Incorporating LEADR & IAMA

General Details:
Areas of expertise: All forms of Alternative Dispute Resolution, including mediation, arbitration, adjudication, conciliation, conflict management coaching and restorative justice
Members: 4,000+ current members in New Zealand and Australia
Website: www.resolution.institute

About the Organisation

The integration of LEADR and the Institute of Arbitrators and Mediators Australia created Resolution Institute, the largest dispute resolution membership organisation in the Southern Hemisphere. The international links of the organisation provide members access to the best practice models of ADR, and to work and educational opportunities.

Resolution Institute provides a number of different services to the ADR community, including a widely recognised accreditation scheme and the highly regarded 5 Day Mediation Workshop. As LEADR, Resolution Institute has been training and accrediting mediators in New Zealand for over twenty years.

Resolution Institute is an approved dispute resolution organisation for accreditation of FDR Providers in New Zealand, a qualifying assessment programme for International Mediation Institute (IMI) certification and is a recognised mediator accreditation body for the Australian National Mediator Accreditation System (NMAS). Resolution Institute also has a contract with the Ministry of Justice for training and accreditation of restorative justice facilitators.

The Organisation’s Work

Resolution Institute offers a variety of different services, including:

- mediation training and accreditation
- Restorative Justice training and accreditation
- CPD opportunities for dispute resolution practitioners including networking events and presentations, webinars and other workshops
- an annual dispute resolution conference
- referral and appointment of dispute resolvers on request or under contract terms
- member services such as online resources, regular news updates, discounted professional indemnity and public liability insurance and complaints handling, and
- representing member views and promoting use of ADR

Involvement Opportunities

Resolution Institute offers full time students free student membership with quick and easy online registration. Membership provides access to networking meetings, resources, member rates at training events and regular information on what is happening in the world of dispute resolution. We also welcome student participation in mediation role plays for accreditation assessments or training workshops. Role playing in a mediation scenario is a great way to gain a view of the mediation process.

The Resolution Institute 5 Day Mediation Workshop is an inspiring and practical workshop covering the theory and skills of mediation. This is invaluable for those considering mediation as part of their practice and also for others who are likely to be counsel for parties in mediation.

Resolution Institute supports students through offering scholarship places on the 5 Day Mediation Workshop and annual dispute resolution prizes to universities, as well as scholarship and discounted places at our annual conference.
In-house Legal Teams and Corporate Advisories

If traditional legal work in a firm does not appeal, there are numerous commercial opportunities in corporate advisory roles. Large corporations generally have their own legal teams, and in-house positions can be found across the business world – from banks to tech companies. In-house teams focus on any legal issues an organisation might encounter, and their work is often more varied than work in a law firm.

Alternatively, many corporate advisory roles do not require any specific legal knowledge. However, the critical thinking and problem-solving skills developed over the course of a law degree make law students attractive to employers in these areas. The main corporate advisory employers are professional service firms, and their work includes auditing, consulting, tax and corporate advisory.
The Role of an In-house Lawyer
An in-house lawyer provides legal advice to their employing organisation. More than 2,600 lawyers (one-fifth of New Zealand’s legal profession) practise in-house. They are employed by public and private companies, government, not-for-profits and other entities to provide in-house legal advice and other legal services.

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

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

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

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

The Role of ILANZ
ILANZ is the section of the New Zealand Law Society that represents in-house lawyers and champions their interests. It was established in 1987 and recognises the distinct interests and needs of lawyers providing professional services to their employers. ILANZ provides leadership, support and relevant benefits to its members. There are approximately 2,650 members who are New Zealand lawyers working in corporate, government and other organisations in New Zealand.
About the Firm

Deloitte is the largest professional services network in the world by revenue and number of professionals. It provides Audit, Tax, Consulting, Financial and Risk Advisory services. Deloitte is ranked as the world’s number one Consulting practice making it a top-tier employer. The people and culture make Deloitte a great place to work. The culture is about inclusion, collaboration, high performance and opportunity. Deloitte is also a truly international organisation, with over 200,000 professionals in 150 countries. People have moved overseas for extended periods of time to support a specific client or assignment or to capitalize on opportunities in emerging markets. Therefore there are countless opportunities to travel with Deloitte.

The firm has a significant pro bono element through its Humanitarian Innovation programme. The program allows Deloitte professionals to co-create and implement solutions to the sector’s most pressing challenges. For example in 2014 Deloitte worked with Oxfam New Zealand to help shape a supply chain/logistics framework and management plans for disaster support and relief to the Pacific region, which will be essential for the next cyclone season.

Working at Deloitte

Deloitte has a comprehensive induction programme to support integration into the firm. Time is allocated to teach new recruits about the firm, through group discussions and learning modules. Each recruit is also assigned a personal counsellor to provide support and guidance to help them adjust to the firm.

While law students are capable of working in any area of the firm, they are particularly suited to roles in consulting and tax. Consulting is about having the ability to work in a particular mind-set to solve business problem and this is what a law degree provides. The research, analytical and detail oriented nature of the legal education provides those malleable and transferrable skills that most occupations require.

As a Tax Consultant at Deloitte you will be constantly using the skills you have been learning and practising in your law degrees including:

- research and interpretation of the law and coming to reasoned legal conclusions
- solving real legal problems
- challenging the status quo – pushing the law and interpreting the law in ways that are new, and
- shaping the law – Deloitte plays an active role in providing feedback and making submissions in relation to the development and clarification of tax law

Employment Opportunities

Deloitte offers an internship programme for students in their penultimate year of study. The programme is designed to expose students to life at Deloitte, meaning interns do real work with clients. Interns can choose to work in one of Deloitte’s many teams including Tax and consultancy. The firm also employs graduate students going into their final year of study.

What kind of work have you been doing at Deloitte?

We provide tax and related advice to ensure our clients meet their legal obligations while achieving desired outcomes (in both monetary and practical terms). This involves a range of tasks such as researching and writing letters of advice, liaising with Inland Revenue, and assisting with tax returns, financial reporting, dividend payments, mergers and acquisitions.

What have you enjoyed most about working at Deloitte?

There is much to learn and an abundance of people to learn from. Within Deloitte, everyone (partners included) are eager to share technical knowledge and tips for building client relationships. Right from the start, comprehensive training sessions are provided to get our interns/grads equipped for the job. Our managers and partners actively push for everyone to get client exposure through attendance at external meetings. We also have opportunities to learn from our clients through daily interactions and secondments.

What has been the most challenging part about working at Deloitte?

Each person will be on multiple client teams at any one time and each client engagement will have diverse tasks. This took a while for me to get used to after going through uni with jobs where I only had to deal with one boss at a time. I had to get good at multitasking – fast! This environment has turned out great, I have now had exposure to a massive range of entities from small manufacturing firms to large state owned/listed entities.

How have you found your legal knowledge relevant to your job?

Everything we do is based on the tax law in place and expected law changes. Many of my colleagues actually have law degrees or have come to Deloitte with a background in law. I have found the research and issue spotting skills learnt from uni extremely relevant on the job. Also, if you are interested in shaping the legal landscape, you can get involved with the many submissions which we submit for upcoming bills.
EY

General Details:
Locations: Auckland, Wellington, Christchurch
Contact details: gradhelp@nz.ey.com

About the Firm

EY is a global leader in assurance, tax, transaction and advisory services.

Work at the heart of global business and be part of a team that includes 235,000 people in more than 150 countries. This cross-cultural strength brings together diverse perspectives. It helps provide approaches that EY’s high-performing teams use to provide exceptional client service worldwide.

As a global organisation, people are vital to business, industries and economies. Working at EY connects you with global clients and colleagues. It offers you first-hand experience of the big issues shaping the business world, giving you a part to play in helping major businesses make informed decisions and grow in a sustainable way.

Working at the Organisation

EY’s culture is built on a simple motto: One part professional, one part personal. It has created an environment that values the whole person and provides the right amount of flexibility so all employees can spend time on the things that truly drive them.

With flexible working hours, the technology to work remotely and a holistic culture, EY people are finding the balance they need to succeed.

EY uses industry research to ensure their salaries are at a competitive level for all their people. So, as well as training, development and support you would expect, you can feel confident that you’ll be rewarded competitively too.

For law students, opportunities at EY are generally in one of the following teams:

• Assurance: gives companies and their investors confidence that the financial results they report give a true and fair picture of their business.
• Tax: modern tax regulations are highly complex. The tax team helps clients navigate these complexities and manage their tax responsibilities effectively.
• Transaction Advisory Services: helping clients on performance improvement and how to manage risk by putting together the right deals to enhance an organisation’s growth, competitiveness and profitability.
• Advisory: working closely with clients to improve the performance of their business and help them manage various types of risk.

Opportunities for Students

There are multiple ways to join EY, depending on your year of study. Students in their first and second year can apply for the Career Compass Programme. The programme is centred around structured learning sessions, designed to give a first hand, birds-eye view of EY. High achievers in this programme may be invited to interview for the internship programme.

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

EY also employs graduate students, with applications due in the final year of a student’s degree.

Graduate Profile: Zach, University of Auckland

What kind of work you have been involved with at EY?

The work is varied but any given day might involve researching a tax issue for a client. This involves reading legislation, commentary, cases and articles. An example of research I have conducted recently was whether a large amount of legal fees were deductible for tax purposes. This involved analysing the current tests on deductibility and seeing if that legal expenditure fitted within the ambit of those tests.

What did you enjoy most about working at EY?

I chose EY for a number of reasons, the reputation, the list of large corporate clients I knew I would be exposed to and the training provided, but what really sold me was the culture. The culture at EY is one of inclusiveness and encouragement.

What are the social opportunities like at EY?

There are plenty of social opportunities at EY including monthly Friday night dinner/drinks, the annual Christmas party and quarterly team events. EY also has a social club who organise regular events for its members.

How have you found the legal knowledge you have learnt doing your law degree relevant to your job?

I have found the legal knowledge I learnt at law school very relevant to working in corporate tax. Certain papers are directly relevant to the work, such as tax and advanced tax, and others help give context to how entities operate in the corporate sphere.