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Message from the Editors

Our names are Nick and Michael, we’re two members of the Auckland University Law Students’ Society executive, and we’re the editors of the inaugural New Zealand Law Students’ Careers Guide. We’ve spent our summer badgering law firms and interviewing some quite incredible people, to put this publication together. A careers guide by students, for students, is something that we think New Zealand law schools sorely need. The overwhelming opinion amongst the people in the profession that we spoke to was that a law degree presents so many options and opportunities, but too often students only hear about a few of them. The goal of this first edition of the Careers Guide is to start a more diverse and informed dialogue about careers in the law among undergraduate law students, which future editions can build upon.

The New Zealand Law Students’ Careers Guide 2015 would not have been possible without the help of numerous people and organisations. Thank you to all of the individuals and agencies that responded encouragingly and helpfully to our countless emails and phone calls. Thanks to Michael Heron and Jan Blair, who were particularly generous with both their time, and their connections. Thank you most of all to the Auckland Law School, and in particular Dean Andrew Stockley, without whose innovative thinking this guide would never have happened.

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

Disclaimer: Although every reasonable effort is made to ensure accuracy, the information in this document is provided as a general guide only for students and is subject to alteration.
The Auckland Law School is delighted to be able to support this, the inaugural 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. The heads of the Supreme Court, Court of Appeal, High Court, and District Court are all 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 Nick Fenton and Michael Smol for all their hard work in bringing this Careers Guide together. It provides a marvellous introduction to the career options available to New Zealand law students as well as to how to apply for internships and job opportunities.
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Choosing a Career Path

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 these directions are. To confound this, even students who have an understanding of what they would like to do may not know where, when, or how to do it.

This guide aims to provide a broad overview of the possibilities of a law degree. We’ve tried to include as diverse a range of organisations as possible in the guide, along with profiles of lawyers in a variety of exciting jobs. However, it is far from exhaustive, and there are many fantastic organisations and people we weren’t able to include this year.

Additionally, the guide is only intended to start a discussion on careers. Where possible it should be supplemented with other information, and shouldn’t be relied on exclusively. While we have tried to make it as accurate as possible, information may become out of date.

Getting Your Career Going

Whatever your dream legal career is – be it working on multi-million dollar mergers in a commercial firm, advising government departments on important political issues, or prosecuting criminal trials in Court – now is the perfect time to start gaining the experience that will stand you in good stead for the rest of your career.

Law Firms

Summer clerkships provide the perfect insight into how the world of commercial law functions. Most of the law firms profiled in this guide offer summer clerkships from mid-November until early February each year.

Applications for the 2015/16 summer open on the 5th of March 2015, and close at 12pm on the 19th of the same month. Some of the larger firms will likely visit your law school during this period to make presentations about their clerkship schemes, but it’s important to bear in mind the number of other firms that also offer summer opportunities. The law firms section of this guide sets out the range of legal employers you could apply to.

As well as picking your preferred law firms, you should also consider what area of practice you’d like to work in. Every firm offers a different range of services, and it is important to know what your options are if your application is successful. Information on a firm’s areas of expertise can usually be found on their website.

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

- What kind of work would you like to do? The best work is work that you enjoy, and are good at. This is far more important than any other perks a job may 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. Each job is spread differently, and you should aim for one which suits your needs.

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. If you become unhappy with the direction of your career, there is always time to change.

Public Sector

The development of the Government Legal Network (GLN) in the last couple of years has subsequently resulted in the establishment of several internship opportunities for students in the public sector. Nine government departments, including DoC, Crown Law, and MFAT, employed interns during the summer of 2014/15, and for students considering pursuing a career in a public agency, these internships provide the perfect opportunity to gain experience in your field of interest.

Applications for the GLN internships don’t open until the second half of the year, and you’ll find more information later in this guide.

Social Justice

Some of the social justice agencies profiled by this guide offer internship programmes, but all of them take on volunteer workers. Volunteering at a Community Law Centre or Citizens Advice Bureau can be an excellent way to gain experience in dealing with clients, and considering practical legal issues. The social justice section provides greater detail.
Jan Blair was the Human Resources Coach at Russell McVeagh for 15 years, and the principal at Kristin School before that. She has now established her own consulting, coaching and counselling business, and is available by appointment on two afternoons a week at Auckland Law School for career advice and counselling, where she will also be holding CV and application process workshops during the year.

**Deciding Whether to Apply for a Position**

**How important are grades to an application process?**

Every employer has its own benchmark. Never be afraid to apply! It is the overall profile of the person, not just academic ability, which will be considered. If you’ve had a couple of grades that are below your normal standard, it would be a good idea to include an explanation, if relevant, of those grades in your cover letter.

**If I missed out on a scholarship or clerkship at a firm previously, is it worth me applying to the same firm in the future?**

Yes, absolutely. Often firms will think that a student will be right for a clerkship even if they aren’t for a scholarship at that very time. You have nothing to lose by applying for these positions – they’re all good practice and experience.

**Cover Letters**

**Should I include a cover letter with my application?**

Absolutely. Cover letters are key to applications. Employers are seeking people that have strong verbal and written communication skills, and a cover letter is an opportunity for you to express yourself in a business writing style.

**What sort of things should I include in a cover letter?**

- A brief statement on what you are applying for, and why you are applying for it. Illustrate that you know something about the organisation you are applying to, and explain why you are particularly keen to work there.
- The highlights of your CV – eg any major achievements, particularly excellent law grades, or relevant experience. You want to stand out from your peers.
- Address the letter to the relevant person. Find who will be reading your cover letter and application – whether it’s HR personnel etc – and address it to that person, rather than ‘Dear Sir/Madam’. Make sure that you spell their names correctly, as well as the firm.

**CVs**

**What sort of information should I include in my CV?**

The key is to include your achievements, abilities and successes positively and succinctly. It’s particularly important that the first page of the CV highlights your major strengths – especially outstanding academic grades, but also including sporting or cultural achievements, or notable and relevant work experience – you should start with the stuff that will make you stand out.

**What sort of format should my CV follow?**

I would advise including the following, in an order roughly similar to this:

- Personal details.
- Personal statement of intent (not compulsory but nice to include, and easily tailored according to the situation)
- Education – both your university and school studies and qualifications.
• Achievements – academic (awards or particularly good grades), cultural and sporting, both from university and from school.
• Leadership roles and community involvement from your time at university as well as school.
• Work history.
• Key skills.
• Interests.
• Referees – 2 or 3.

Write formally, place all dates down the left-hand side of the page, include an appropriate photograph if requested, and keep the CV to 3-4 pages in total.

Interviews

How can I prepare for an interview?

• The different law schools run interview workshops at various stages early in the year. The best piece of advice I can give is to make sure you attend them – they are invaluable.
• Research the background of the organisation and find out who is likely to be interviewing you.
• Consider what your own strengths and weaknesses are (if you’re struggling to think of any weaknesses, ask your flatmates or family).
• Think of two or three interesting and relevant questions about the firm/organisation to ask the interviewers.
• Dress appropriately – be as tidy, clean and formal as possible.
• Make sure that you know how you are getting there, and be on time.

What advice would you give on how to behave in the interview?

• Smile! Maintain eye contact, and listen intently.
• Shake hands firmly.
• Be frank, honest and concise in your answers.
• Don’t be afraid to seek clarification about a question that you don’t fully understand.

Networking Functions

Why do firms and other organisations sometimes have functions as part of the application process?

Employers are looking to hire people that can interact well with others and communicate clearly. Social functions provide an opportunity for candidates to demonstrate their ability to network confidently and effectively with others.

These functions can be daunting, what tips would you give to a student attending one?

• Stand in the middle of the room, rather than by the entrance, or around the fringes. This will encourage you to talk to a 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.
Kate Davenport is a civil and commercial litigator with more than 23 years experience at the independent bar. Over her career she has worked on cases involving contracts and torts, equity and trusts, insolvency and company law, land law, construction law, Relationship property and Health law. She has a special interest in regulation, as former Deputy Chair of the Health Practitioners Disciplinary Tribunal and current Deputy Chair of the Real Estate Agents Disciplinary Tribunal. Kate was awarded NZ Lawyer’s Barrister of the Year Award in 2013.

Why did you decide to become a barrister sole?
In 1989 I had my first child in London. When I was contemplating my return to New Zealand later that year, I was offered the opportunity of employment in a large Auckland law firm, or as an acolyte to Southern Cross Chambers. Southern Cross Chambers at that time had such legal luminaries as David Baragwanath QC, Sian Elias QC, Denese Bates QC, Robert Chambers QC – just to name a few. I thought that the opportunity to learn litigation at their feet would be too good an opportunity to miss. I also thought that going to the Bar would give me more flexibility and enable me to spend more time with my son.

How did you become a QC, and what does it entail?
There was a long time between when I went to the Bar in late 1989 and when I became a QC in 2013. During these years I continued to practice litigation at an increasingly more senior level. In 2012 I was privileged to be able to appear in the Privy Council on the first two appeals from the Cook Islands. I won one of the appeals and lost the other. So when I became QC in 2013 I felt that I had had a breadth of experience to enable me fill the role of senior counsel. The practical aspects of becoming a QC are that you apply to become QC by applying to Crown Law (for the Government) by completing a form and paying a fee. Being a QC is really not much different to practising as a barrister sole, except you do get to wear a different gown (a silk one) and the quality of work you receive is much more diverse.

Do you interact much with the other barristers at Bankside Chambers?
Yes, we have a great deal of interaction. The Chambers provides collegial support even though we don’t always work together – in fact, sometimes we are on opposing sides of cases! However, there is always someone that you can go and talk to about a problem, which ensures that you have a sounding board for your problems. One of the difficulties with the Bar is that it can be very isolating professionally, as without the benefit of chambers, there is often no one to bounce your ideas off and discuss your judgment calls and files with. Bankside Chambers provides an excellent opportunity for me to receive that support.

You have undertaken some significant cases in the Privy Council and the Supreme Court – what is it that you enjoy about Court work?
I love all aspects of Court work. I enjoy advocacy and I am passionate about both improving my own advocacy skills and helping others to develop them. I love the intellectual stimulation and the interaction with the judge as one develops an argument. I like to do my best to work out a logical, legal and factual approach to resolving my cases.

You're also a qualified mediator – what do you enjoy about mediation?
Litigation is really just problem solving, and mediation gives me a chance to work actively on my problem solving skills. A successful mediator enables litigants to avoid the downside of litigation; significant costs, emotional stress, and delay, and help them work towards a sensible solution.

What advice would you offer an undergraduate law student today?
Not to give up! Law is a challenging and demanding profession and often first jobs are in large firms as part of a large team, which can make the daily grind of law more prominent than the challenge. Life at the Bar is varied and interesting with a lot of client interaction with the judiciary and other barristers. It is socially and intellectually stimulating and fun. Some of my friends and my children’s friends lose heart in the law after they come out of law school and this makes me sad. I think that as you develop your career in law, it becomes less daunting, more enjoyable, and less of a grind. It is still a stressful job, and managing stress is an important part of finding a work/life balance. As well as not giving up, be ready to admit mistakes (everybody makes them, and everyone thinks better of those who acknowledge them rather than try to cover them up), guard your reputation jealously, have integrity, and enjoy.
Becoming a Lawyer

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

1. Completion of an LLB/LLB(Honours) degree
2. Completion of a Professional Legal Studies (Profs) course

Profs is a competency based skills course which focuses on the practical side of being a lawyer. Regardless of career direction, the completion of Profs rounds out a law degree and is highly recommended. The LLB may be the intellectual foundation of a legal education, but Profs provides the practical skills necessary to use the law in real-life scenarios. As well as exposure to the day-to-day life of a lawyer, the programme provides ongoing feedback and support to students, assisting them in their transition to the working world.

Areas covered by the course 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 of Profs in New Zealand:

- The Institute of Professional Legal Studies (IPLS)
- The College of Law

Both providers offer a comprehensive Profs course, however they differ in their assessment. IPLS staggers its assessments over the duration of the programme, while the College focuses all assessment into a series of final exams.

3. Acquisition of a Certificate of Completion from the NZ Council of Legal Education

This is a document recognising the completion of a law degree and Profs.

4. Admission to the roll of Barristers and Solicitors of the High Court of New Zealand (and holding a current practising certificate issued by the New Zealand Law Society)

This can be achieved following the completion of all previous requirements.

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or email
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or visit us on Facebook:
www.facebook.com/aklllawschool
Postgraduate Study

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. 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
While local postgraduate study can be supported by Studylink, study overseas is entirely self-funded. However, numerous scholarships exist which can reduce or remove the costs of an LLM. Scholarships information is easily found online, the scholarships themselves may come from:

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

Scholarship dates do not always coordinate with application dates, making it important to plan the process in advance.

Studying domestically
All New Zealand law schools have LLM programmes. Students can complete their LLM by research (culminating in the submission of a thesis) or by coursework (involving courses more advanced and complex than at undergraduate level). Information about their respective programmes can be found on the various law school websites.

Studying and Working Overseas

Postgraduate study is an opportunity to learn about a foreign jurisdiction, and qualify to practice there. There are no prerequisites beyond an LLB to begin an LLM at most universities (including all English speaking universities). New Zealand’s academic year does not align with that of the Northern Hemisphere, making it important to schedule an international move well in advance. Notable law schools include:

America: Harvard University, Yale University, Stanford University, Columbia University, University of Chicago, New York University.

Canada: McGill University, University of Toronto.

United Kingdom: University of Oxford, University of Cambridge, University College London, London School of Economics.

Continental Europe: Leiden University, Ruprecht-Karls-Universität Heidelberg, KU Leuven, Université Paris 1 Panthéon-Sorbonne.

Asia: University of Hong Kong, Chinese University of Hong Kong, National University of Singapore, University of Tokyo.

Australia: University of Melbourne, University of Sydney, University of New South Wales, Australian National University.

Many students aspire to use their law degrees to practise the law around the world. There are countless Kiwi lawyers today working in firms or as barristers in the UK, the USA, Hong Kong, and Japan, among many other nations.

Obtaining a practising certificate in New Zealand does not automatically qualify you to practise law in foreign countries. The processes to be admitted as a lawyer in overseas jurisdictions tend to be vastly different to New Zealand’s, and each country often has its own unique requirements.
Max Harris is a former student of the University of Auckland who recently completed his LLM at the University of Oxford as a Rhodes Scholar. He was recently awarded a prestigious Prize Fellowship at Oxford allowing him to continue his postgraduate study at the university. Prior to his LLM, Max spent time as a judge’s clerk for Chief Justice Sian Elias.

How has studying in Oxford compared to studying at Auckland?

I did the BCL (Bachelor of Civil Law) at Oxford, which is a one-year master’s degree. In some ways seminars at Oxford on the BCL are similar to electives you take in the last or second-to-last year of your law degree: there are smallish groups of students, most of whom are pretty interested in the subject-matter; there is a fair bit of reading; and the discussion is of a pretty high standard, with lots of questions and answers as opposed to just a lecture. I suppose one thing that’s different is that the classes at Oxford have more of a diverse, international cohort – so you hear more examples from Australia, South Africa, Canada, Hong Kong, and elsewhere. There’s probably more reading, too – the reading lists on the BCL are notoriously long. Two other differences are that in Oxford there are tutorials, which involve focused discussions with one academic and two or three or four students, as well as seminars; and the seminars are usually co-taught by two or three academics, which can result in multiple perspectives being brought to bear on a particular topic.

What has been challenging about transitioning to study at Oxford?

I think studying at Auckland actually prepares you really well for study at Oxford. We are encouraged to speak our mind; we get used to slightly philosophical discussions; and a lot is expected of students at Auckland. Nonetheless there were several challenges for me in moving from study or work in New Zealand to study at Oxford. For one, there is a greater focus on deeper philosophical questions – in every subject – at Oxford. If you study Comparative Human Rights, for example, you’re in part doing the Philosophy of Comparative Human Rights – you look at the philosophy of comparative law, and the philosophy of human rights, in addition to some doctrine. That required me to change my way of thinking a little bit, and to get up to speed on some legal philosophy. Secondly, I found myself spending quite a bit of time on my own when I was studying, just because there was so much reading to do! I sought out study groups and conversations with friends about the BCL, but you were still forced to be solitary for large chunks of time, and I think that was quite different from the more social experience I had at Auckland. Finally, most of the seminars at Oxford involved questions and answers for most of the class time, so I had to be a lot smarter about how I was taking notes; I had to do the synthesising and interpreting of what was being said, as opposed to being steered more by teachers at Auckland.

What has been most enjoyable about studying at Oxford?

It’s been great going to guest lectures by some pretty big names in the law – Lord Wilson from the UK Supreme Court, Harold Koh (former legal advisor to the US State Department), Martti Koskenniemi (the international law academic). It’s a buzz hearing these people speak, and you also realise that some of the same legal issues are swirling and being debated internationally as in New Zealand. We’ve also had some pretty cool people come and give seminars on the BCL – people like Kate O’Regan, formerly of the South African Constitutional Court, and Lenny Hoffmann. On top of this, I’ve enjoyed doing pro bono research work with Oxford Pro Bono Publico, and going along to the amazing discussion groups hosted at the Oxford Law Faculty.

What advice would you give to a law student in New Zealand hoping to study in the UK? Is there anything you wish that you had known?

I’d say that New Zealanders have a good reputation at Oxford, and so your application is likely to be taken really seriously (and you may have a good shot in college-based scholarships) if your grades are good and you want to study at Oxford. My advice would be not to assume you shouldn’t apply! There’s nothing really specific I wish I’d known, but it is surprising how many Australians do the BCL every year compared to New Zealanders. I don’t know the exact figures, but there are dozens of Aussies, and generally only one or two New Zealanders on the course.

What are your future goals? Do you intend to return to NZ?

I’d love to come back to New Zealand. I am currently doing a fellowship here at Oxford, which will keep me busy for a few years, but I want to focus on legal and political issues relevant to New Zealand during this fellowship. And I intend to come home once that fellowship finishes up. I’m very interested in public interest law in New Zealand, criminal justice and imprisonment issues, and constitutional and Treaty issues – and I’d really like to contribute towards better public debate on these issues, in some legal or political role. We all need to be brave enough to address challenges in these areas, and we also need to work together to come up with new approaches and public policy solutions. I hope I can be part of a generation of lawyers that is bold and collaborative and takes these issues on.
Paul Paterson
Associate at Paul, Weiss – New York

Paul Paterson is a litigator at Paul, Weiss in New York. Paul has an LLB from the University of Auckland, and an LLM from Harvard Law School.

How did you find studying at Harvard coming from Auckland? What were the most challenging and enjoyable aspects?

I enjoyed studying at Harvard immensely and had a fantastic time, both professionally and personally. I was struck by just how well my law degree at Auckland prepared me for the experience – it confirmed that the legal education at Auckland is truly world class. The U.S. legal framework has enough differences to make it interesting for a student from New Zealand, but also enough in common to make much of it seem familiar, so studying in America is a good fit for a New Zealander. All of the courses that I took were excellent, and I also participated in several practical workshops, including intensive trial advocacy and negotiation workshops, that were outstanding. In part because of its immense resources, Harvard can provide opportunities and learning experiences that simply would not be possible at a university in New Zealand or indeed almost anywhere else in the world. But even beyond the academic aspects, my time studying at Harvard provided an unparalleled opportunity to interact with a diverse body of students, academics, and practitioners from both the U.S. and around the globe, many of which have remained close friends of mine. I would strongly encourage anyone who is thinking about postgraduate study overseas to pursue it.

How did you come to work at Paul, Weiss, and what aspects of working there do you enjoy?

I decided that I would like to work in New York, and interviewed at Paul, Weiss while studying at Harvard. The firm is known for having an extremely strong litigation practice, so it was a very attractive place to work for someone who wanted to specialize in litigation. I have had the opportunity to work on some of the most significant cases in the U.S., and on cutting edge legal issues, both for paying and pro bono clients. I have been involved in a wide variety of civil and criminal litigation, including securities, hedge fund, pharmaceutical, mergers and acquisitions, and constitutional litigation, and governmental and internal investigations. I am very interested in the subject matter of the work, and really enjoy working with other lawyers at the firm and our clients, so it is a great job. It is hard to believe I have been here over five years.

Did you work at a law firm in New Zealand, and if so, how does legal practice in the USA compare to NZ?

I was a summer associate at a large law firm in New Zealand, and then worked for two and a half years after graduation at a smaller litigation firm. I liked working both in New Zealand and New York, although the two jurisdictions are very different. The cases tend to be much larger in New York than in New Zealand – there is normally more at stake, more documents and witnesses, more legal issues to cover, and more lawyers working on both sides. There are other differences, too. For example, in the United States, there is more of an emphasis on brief writing and written submissions than in New Zealand; often, at the trial court level, there is no oral argument even for motions that may be dispositive of a case. One nice aspect of working at a New York (rather than, say, an English) law firm is that there is no divide between barristers and solicitors. If a case proceeds to trial, the firm’s lawyers – not external barristers – are appearing in court and trying the case.

How do you find living and working in New York? Do you have any plans to return to NZ?

I love New York. It is a great place to live and work. Beyond being a very significant financial center – a factor reflected in the nature and quality of the legal work – the city has great restaurants, some of the best museums in the world, outstanding shows and events, and a multitude of other things to do. It is far from New Zealand, unfortunately, but close to many other places, and it is very easy to travel to Europe, the Caribbean, or South America for vacations.

What advice would you offer a student at Auckland who wanted to study/practise in the USA?

I would strongly advise anyone considering postgraduate work in the United States (or any country) to try to get the best grades possible in law school. This is extremely important when applying for universities, scholarships, and jobs. I also think that extracurricular activities and interests – particularly those in the legal realm, such as mooting or other competitions – can be important. It is very helpful to build relationships with faculty members, probably starting with those who are teaching your courses or supervising your work. They can only offer invaluable insights into studying overseas, particularly given that many of them have done that themselves, and you will likely need academic references for your applications. Finally, I would also encourage students interested in studying overseas to talk with others who are studying or have previously studied overseas to obtain guidance. The application process itself takes a long period of time, so it is worth thinking about potential applications and starting the process as early as possible.
Law Firms

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 law. The clients of commercial firms are equally diverse, ranging from regional councils to expansive multinational corporations. For students interested in being part of some 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 comes in different sizes, and do a wide variety of work. There are three major types of firm:

- **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 clerkship 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 demand within the firm. Because of this, and the sheer number of them, we have not profiled any small firms in the guide. For those interested in work in a small firm, a list of local firms can be found using the ‘Find a Lawyer or Organisation’ function on the NZLS website.

- **Boutique firms** provide a specialist service to a range of clients. These firms only practice in one or two areas of 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 firm.
Anderson Lloyd

General Details:
Locations: Auckland, Christchurch, Dunedin, Queenstown.
Staff: 70+
Contact: Kelly Pankhurst (GM of Human Resources), kelly.pankhurst@andersonlloyd.co.nz

About the Firm:
Having been a part of New Zealand’s legal landscape for more than 150 years, Anderson Lloyd is a go-ahead firm, with a strong culture, young, ambitious partners, and a close knit feel. The firm is proud of its supportive culture, and while the work can be challenging, the highly collaborative and innovative office environment assists employees to develop and achieve their potential both professionally and personally.

Anderson Lloyd was named ‘Mid-Size Law Firm of the Year’ at the most recent annual New Zealand Law Awards, cementing the firm as a top-tier nationwide practice. The award acknowledged excellence in client service and leading expertise in advice across a broad range of practice areas. The firm also took out three awards at the 2014 Australasian Women in Business Law Awards held in Sydney, recognising the firm for gender diversity, innovation, mentoring, work-life balance, pro bono work and talent management. Anderson Lloyd is also a member of groups such as the Sustainable Business Council, the Sustainable Business Network and the New Zealand Green Building Council, and takes a primary role in promoting and practicing sustainability.

Working at the Firm:
As a major law firm Anderson Lloyd offers structured career development, professional development, mentoring from some of the very best lawyers in their fields, highly competitive salaries, and challenging and varied work for high profile clients. However, the firm also provides a friendly environment, flexible work practices and is committed to making sure that its staff are happy, healthy and enthusiastic.

Anderson Lloyd provides employees with access to first-rate resources, support and knowledge bases and the opportunity to work with some of the country’s leading specialists. The firm is made up of specialists who combine their knowledge to deliver great service to clients. New recruits are encouraged to specialise too, and will receive mentoring from senior lawyers. Career paths will be clear, and career progression targets will be explicit.

Anderson Lloyd represents regional and national businesses, multi-national corporations, state-owned enterprises, and local government bodies as well. Clients of the firm include Christchurch City Council, Farmlands, Foodstuffs, Meridian Energy and the University of Otago.

The firm also encourages its solicitors to engage in pro bono activity on behalf of those with limited means to improve access to justice. Recent recipients of pro bono services include the Central Otago Rail Trust, the Public Solicitor’s Office of the Solomon Islands, the International Development Law Organisation and Habitat for Humanity. The firm also supports its team in giving back their time and expertise to the advancement of the legal profession. Many of its lawyers are actively involved in organisations like the New Zealand Law Society and the New Zealand Law Foundation, and some partners lecture, write or assist government bodies.

Opportunities for Students:
Anderson Lloyd has a summer clerkship programme for students. This programme is designed to provide students with a worthwhile and valuable working experience that gives them a taste of what it’s like to work in a leading NZ law firm. Clerks are assigned to two teams throughout the summer, giving them the chance to try different areas of law. During their time with the firm they review contracts, attend client interviews, research and prepare opinions, work on transactions and attend trials in court. They become an important part of the firm, and their work forms part of the final product given to clients.

Applications for Anderson Lloyd’s summer clerkship for 2015 open on March 5 and close March 19. For more information about the programme, or the firm itself, visit: www.andersonlloyd.co.nz
NEVER STOP LEARNING

Anderson Lloyd started more than 150 years ago in a small space in Dunedin with a store of knowledge, a view for change and the will to achieve it. With offices in Auckland, Christchurch, Dunedin and Queenstown, we feature some of New Zealand’s sharpest legal minds. They stay sharp by rigorously and consistently honing their skills at the forefront of diverse and complex industries and by always looking to learn more and strive further.

We’re looking for those who similarly want to develop further knowledge, thrive amongst the challenges, and who work with equal amounts of new insight and old-fashioned hard work. We’re looking for people who want to grow remarkable careers.

If you’d like to learn more go to andersonlloyd.co.nz/careers
Buddle Findlay

**General Details:**

**Locations:** Auckland, Wellington, Christchurch.

**Areas of expertise:** Commercial full service, including banking and finance, corporate and commercial, employment, litigation, property, resource management, public law and tax.

**Staff:** 180+

**Contact:** Jo Calder (National Human Resources Manager), jo.calder@buddlefindlay.com

**About the Firm:**

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. It centres on an open, informal and professional attitude towards staff and clients. Community is encouraged, and assistance is always available.

Recent work the firm has done includes overseeing the sale and debt restructuring of Mediaworks and assisting with the Meridian Energy IPO, deals which won Consumer, Media and Tech Deal of the Year and Capital Markets Deal of the Year respectively at the 2014 New Zealand Law Awards. The firm also received M&A Tax Law Team of the Year and Corporate Tax Law Team of the Year at the latest Acquisition International Tax Awards.

**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, Coca-Cola South Pacific, New Zealand Post, Sport New Zealand and Vodafone.

Teamwork is a crucial element of work 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. Many staff members are involved in community boards, committees and charitable trusts. Pro bono clients include CCS Disability Action Auckland, Save the Children New Zealand and World Wide Fund for Nature New Zealand (WWF). In 2005 the firm established the Buddle Findlay Child Health Foundation, which supports children receiving residential medical care in New Zealand. More than $800,000 has been donated for urgent medical care for children since the Foundation began.

**Opportunities for Students:**

Buddle Findlay runs a Summer Clerk programme for students in their penultimate year at Law School. When assessing applications, the firm looks for students who are:

- Committed to a career in law
- Self-motivated
- 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

Buddle Findlay provides a comprehensive, hands-on law firm experience. Summer Clerks will have the opportunity to:

- Work in a close-knit team, on interesting and challenging legal projects
- Experience different practice areas, through two rotations
- Spend one on one time with partners
- Attend client meetings and functions
- Express interest in secondment opportunities to clients
- Get to know other members of the firm through a buddy system.

There are plenty of social opportunities throughout the summer clerking process. These include an awesome Christmas function and regular Friday night drinks. Sporting opportunities also exist, including touch rugby, netball and Round the Bays.
About the Firm:

Lane Neave has a long history of serving the Canterbury community since the 1860s. Recently the firm has expanded into Queenstown and Auckland to serve its continuing expanding client base.

Lane Neave believes in getting to know its clients in order to supply them with the best legal advice and exceed their expectations. Each legal department is made up of small groups headed by a partner and supported by senior and junior legal staff. All lawyers, partners included, have an ‘open door’ policy.

Working at the Firm:

Lane Neave has a client base of personal clients, government departments and corporate entities. The firm also provides pro bono advice to a number of client charities, including the Stroke Foundation, the Emergency Care Foundation, and Cholmondeley Children’s Home. In addition, it holds a charity golf day each year.

As a full service law firm there are a number of major teams providing specific legal advice, but these will often work in conjunction with other teams in other areas.

Because no two clients are alike the firm values the diverse capabilities and strengths of its lawyers. Lane Neave believes that good lawyers are those who are happy and well supported. Whilst its staff takes their jobs seriously they have a lot of fun along the way. Work/life balance is encouraged at Lane Neave and many staff work part-time.

Opportunities for Students:

Lane Neave offers approximately four summer clerkships and two graduate positions each year. Recruitment commences in early March, and clerkships may be based in Christchurch and/or Queenstown.

In addition to academic ability, the firm looks for students who will complement the existing culture. Applicants should have a mix of the following elements:

- Interpersonal skills
- Teamwork
- Commercially minded
- Initiative
- Motivation
- Talent
- A sense of humour!

All summer clerks and graduates are supported by a buddy who is able to explain the ins and outs of the firm’s processes, systems and resources. Both summer clerks and graduates are encouraged to participate in social events including in-house BBQs, the social touch team and after work functions. This exposure allows the summer clerks and graduates to intermingle with staff and get to know everyone on a personal level.

Summer clerks and graduates are introduced to files from day one. Work is either directly with the partners in charge of the team or with the assistance of other senior lawyers. Most teams are relatively small, so there is immediate access to the partners.

Initially, the focus is on exposing new employees to as many practical experiences as possible. This includes attending client meetings, preparing opinions and advice and attending Court to observe. The firm will also cover any fees for graduates completing their professional studies, as well as assisting them through this process.

General Details:

Locations: Auckland, Christchurch, Queenstown.

Areas of expertise: Full-service firm including banking, business, litigation and property.

Staff: 63

Contact: Charmaine Herron (Human Resources Manager), charmaine.herron@laneneave.co.nz
It’s the connections you make that really matter.

Lane Neave 2015 Graduate and summer internships.

At Lane Neave we are committed to providing you with as many learning opportunities to achieve your full potential whilst enjoying a successful career in law.

Applications open in February 2015.

To discuss further, contact:
Charmaine Herron
charmaine.herron@laneneave.co.nz

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MULTIPLE AWARD WINNERS

137 Victoria Street
Christchurch 8013
Tel: +64 3 379 3720
Fax: +64 3 379 8370
Web: www.laneneave.co.nz
About the Firm:
Simpson Grierson is a firm consisting of specialists in every commercial area that delivers focused, high quality legal advice. The firm has a strong international reputation, and is New Zealand’s only member of Lex Mundi, the world’s leading association of independent law firms.

The firm takes particular pride in leading the profession when it comes to diversity and inclusion. Backgrounds, ethnicities, ages and sexual orientations don’t matter at all to Simpson Grierson when hiring staff.

Simpson Grierson was involved in several high profile deals in 2014, including Union Medtech’s acquisition of 100% of the shares in Rex Bionics Limited in exchange for the issue of new shares in Union Medtech plc – a cross-border deal between the UK and New Zealand. Furthermore, the firm acted as New Zealand issuer’s counsel to Spotless Group Holdings Limited’s initial public offering and ASX listing, conducting legal due diligence for the purposes of the prospectus, advising on the offer being made to the public in New Zealand, and advising on regulatory requirements in New Zealand.

Simpson Grierson won the YWCA Equal Pay Award 2014, became the first organisation in New Zealand to be awarded the Rainbow Tick, and was named the New Zealand firm that most lawyers would like to work for by Australasian Lawyer Magazine.

Working at the Firm:
Simpson Grierson acts for some of New Zealand’s largest organisations, both in the private and public sector, as well as international clients doing business in New Zealand. These clients include BP, Westpac, Westfield, Auckland Council and Samsung.

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

The firm supports its staff finding a healthy work-life balance. It offers on-site subsidised gym access, bike storage facilities, sporting team sponsorship, and wellness initiatives. Simpson Grierson provides plenty of opportunities for staff to get to know their colleagues away from work, such as the mid-winter ball, regular Social Club events, and Friday night drinks.

Simpson Grierson employs an extended leave policy to allow staff to take advantage of overseas holidays, recreational and sporting activities, volunteer work, or whatever their other interests are. The firm boasts excellent staff retention rates, reflecting a high level of satisfaction amongst team members.

Opportunities for Students:
Simpson Grierson offers a scholarship to university students in their third year of study. The scholarship provides financial support to the recipients, as well as the guarantee of a summer clerkship at the end of the year, and a mentor to provide guidance on study and career decisions.

The firm also takes on approximately 18 summer clerks each year. Applications open on the 5th of March, and close on the 19th of March. Simpson Grierson interviews are on the 21st and 22nd of April. Students in the penultimate year of their study are encouraged to apply.

Clers are given buddies and senior associate mentors. These mentors work closely with the summer clerks, who also are exposed to the partners during their time at the firm. The type of legal work undertaken by clerks varies team-by-team, but photocopying and other menial tasks are kept to a minimum! Summer clerking offers lots of social opportunities as well, including BBQs, team lunches, and firm Christmas parties. Simpson Grierson participates in various sporting events and volunteering days.

Simpson Grierson seeks students who have a great attitude and are passionate about their future legal career, and have broad extra-curricular interests.
JOIN US
& be part of the story

David, Waikato University
Summer Clerk, 2015

Jinia, Auckland University
Law Graduate, 2015
**General Details:**

**Locations:** Auckland, Wellington.

**Areas of expertise:** Full-service commercial law firm, with five key departments: corporate and commercial, banking and finance, litigation, property, and tax.

**Staff:** 46 partners and 150+ other legal staff.

**Contact:** Tracey Walsh, HR Administrator: tracey.walsh@bellgully.com

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**About the Firm:**

Bell Gully strives to be a very down to earth and welcoming firm. The firm prides itself on having a real and genuinely supportive environment for young lawyers.

Bell Gully works with a wide range of clients including start-ups and multinationals, local and international companies, financial institutions and government agencies. The firm's client list includes major New Zealand companies such as Air New Zealand, Fisher & Paykel, Fletcher Building, and Carter Holt Harvey.

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**Working at the Firm:**

Bell Gully has an annual fee equivalent budget of $1 million dedicated to pro bono work, and Bell Gully people are involved in an interesting collection of community initiatives. The firm attempts to promote a culture in which pro bono and community work is a routine and valued part of every member of staff's professional life. All staff are encouraged to participate, and legal staff receive fee credit for pro bono work. As part of the programme, Bell Gully has partnered with three local community law centres, where a lawyer is seconded for one day each week in Auckland, and every second week in Wellington.

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 career opportunities, 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.

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.

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**Opportunities for Students:**

There are three avenues worth pursuing for students interested in working at Bell Gully out of law school:

Bell Gully offers a scholarship to law students in their second year of the degree. This is the only time that the scholarship can be applied for. The scholarship provides significant financial support, as well as a guaranteed summer clerkship at the end of your third/fourth year of study. A maximum of ten are given out nationwide, so the firm seeks well-rounded students with exceptional academic standing. Bell Gully advises that students have nothing to lose by applying and believes it is good experience to do so, regardless of the outcome. Scholarship applications normally open around June, so keep an eye out around campus and on the Bell Gully website.

Bell Gully runs a very popular summer clerkship programme. The firm takes around 20 clerks in Auckland, and 6-8 in Wellington. Students can apply to summer clerk at the end of their third or fourth years. 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 – finance, property or tax.

Summer clerks sit in on client meetings and telephone calls, and can do some billable work researching and writing short memos to send to clients. Clerks attend lots of client events and networking functions. Bell Gully has team Christmas parties, wider firm Christmas parties, and even a family Christmas party, where the clerks are invited to attend and help host/entertain the kids!

Bell Gully also does some recruiting of law clerks after they finish university. This year Bell Gully employed an additional four law clerks who hadn’t previously summer clerked at the firm. The recruitment team believe there are core commercial law papers that are important to a career in the firm – contract, torts, company and property among them.
REAL OPPORTUNITIES
REAL PATHWAYS

SCHOLARSHIP - Year two
SUMMER CLERKSHIP - Year three and four
LAW CLERKSHIP - Year five and Graduates

www.bellgully.com/graduates
Cavell Leitch

General Details:
Locations: Christchurch, Queenstown.
Areas of expertise: Full-service firm, including banking, business, litigation and property.
Staff: 85+
Contact: cavell@cavell.co.nz or careers@cavell.co.nz

About the Firm:
Cavell Leitch is a large full-service South Island partnership with permanent offices in both Christchurch and Queenstown. The firm advises clients throughout New Zealand and beyond. Cavell Leitch consists of 17 partners with more than 85 staff. Despite being a South Island firm, they were recognised as the 16th largest law firm in the country in the last NBR law firm review.

The firm, unlike most of its Canterbury competitors, is intentionally structured under a specialist model. Each lawyer works in a separate specialist team, which means that unlike some other firms, where lawyers might claim to be experts in 4 or 5 different areas of law, Cavell Leitch’s lawyers are all experts in a specific area of the law. This is to ensure clients receive advice from a genuine authority who has a vast range of experience in their specialist area and collaborates with other experts to provide immediate and thorough counsel.

The firm is widely recognised for its excellence. At the most recent New Zealand Law Awards the firm was a finalist for Mid-Size Firm of the Year, Employer of Choice and Managing Partner of the Year. Additionally, at the 2013 ceremony it was named the Best Banking Advisors, and in 2012 it was the winner of the Mid-Size Law Firm of the Year award.

Working at the Firm:
Cavell Leitch’s teams act for four regional/city councils, which includes acting on resource management work and enforcement as well as for several banks, acting on new lending security work and recovery actions. The firm also advise wealthy families on their trust structures and charitable organisations on their operational obligations. Cavell Leitch has further successfully acted on many earthquake related cases both for and against insurance companies and the Earthquake Commission.

Cavell Leitch prides itself on its solid mentoring programme designed to encourage the best from young solicitors, an active social committee, and its opportunities to further your education at all levels, including support for the completion of a graduate’s professional studies together with ongoing professional and personal development at all levels within the firm.

Opportunities for Students:
Cavell Leitch offers both summer clerk and graduate opportunities.

Summer clerks are offered a variety of tasks within a number of the specialist teams in the firm to provide them with the opportunity to work with several of the highly regarded senior lawyers. Clerks and graduates alike are exposed to junior and senior lawyers within the firm, and the partners, in particular, are heavily involved in the supervision and mentoring of both roles.

Cavell Leitch looks for articulate, personable and skilled students/graduates who are willing to keep learning and engage at all levels of the firm. A desire to network and build their practice area, and involvement in community and social events are also key requirements. Students should be able to demonstrate their skills in law through their academic transcripts and translate this theory into practical application through their drive and personality.
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Do you want to work in a fast-paced environment at the cutting edge of public law?

If so, then you should consider joining the dynamic and highly effective team at Chen Palmer

New Zealand Public and Employment Law Specialists
General Details:
Locations: Auckland, Wellington.
Areas of expertise: Public and employment law.
Staff: Four partners, 12+ other legal staff.
Contact: To apply to Chen Palmer, please send your CV along with a copy of your academic transcript to careers@chenpalmer.com

About the Firm:
Chen Palmer was New Zealand’s first specialist public law firm, and 20 years later is still leading the field in terms of providing cutting edge public law advice. The firm’s main areas of specialist expertise include administrative law and judicial review, civil litigation, inquiries and reviews, regulatory advice, legislation and Parliamentary advice (including law reform), policy advice, working with Government, education law, human rights, media and defamation, privacy and information, environment and local Government, and employment matters (including disciplinary, performance, and termination issues, collective employment and bargaining, organisational change, personal grievances, and health and safety).

Chen Palmer’s key teams are headed up by Mai Chen (founding partner and leader of the Public Law Team), Nick Russell (partner and leader of the Litigation Team), Marina Matthews (partner and leader of the Education Law and Public Policy Teams), and James Dunne (partner and leader of the Parliament Team).

Working at the Firm:
Chen Palmer works in a variety of areas that span the entire public law spectrum – from judicial review to public policy, parliamentary advice and law drafting, to overseas investment and business regulation. It has a strong employment law practice, which regularly advises small and medium-sized employers in relation to employment issues and opportunities, and provides the full range of dispute resolution services. The firm works for clients on both sides of the public divide – those who engage with central and local government, and those who are part of central and local government.

A few of the things that Chen Palmer has worked on recently include:

- Appearing in the High Court of the Cook Islands in proceedings against the Crown for breaches of our client’s rights under the Cook Islands Constitution (including claims of arbitrary detention, cruel and unusual punishment, and breach of the minimum standards of criminal procedure).
- Advising schools on a variety of legal issues, including the legal framework relating to integration, how to deal with complaints, and the legality of expulsion/exclusion decision.
- A judicial review of a decision of the Minister of Education to close Phillipstown School in Christchurch.

Chen Palmer prides itself on investing time and effort into its staff, and encouraging them to grow and be the best they can be.

Opportunities for Students:
Lawyers at Chen Palmer work closely together, and ‘team fit’ is a priority to the firm when hiring new lawyers. Chen Palmer treats its staff on the basis of merit. Your ability is what counts, not your level of experience. There is no ‘one size fits all’ model of lawyer that Chen Palmer hires, and the firm is proud of its uniqueness and diversity. Applicants with a strong academic record who are adept at working in a team environment, have good written and spoken communication skills, think outside the square, and are committed to a career in public law are encouraged to get in touch.
DLA Piper New Zealand (Formerly DLA Phillips Fox)

**General Details:**

**Locations:** Auckland, Wellington.

**Areas of expertise:** Banking & finance, government, hospitality & leisure, insurance, health & life sciences, technology, fast-moving consumer goods & retail distribution, primary industries, and transport.

**Staff:** 25 partners and 67 lawyers.

**Contact:** Julia Paino, Senior HR Advisor: Julia.paino@dlapiper.co.nz, Kelly Doyle, National HR Manager: Kelly.doyle@dlapiper.co.nz

**About the Firm:**

DLA Piper New Zealand is the first global business law firm operating in New Zealand, with 4,200 lawyers in the Americas, Asia Pacific, Europe and the Middle East. The firm is proud of its international reach and focus, and is a market-leader in recognising and responding to the changing needs of client organisations as they become increasingly influenced by global trends. 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 was named the 2014 and 2013 Law Firm of the Year at the ANZIF New Zealand Insurance Industry Awards, and had fifteen partners ranked as Leading Individuals by Chambers Asia-Pacific Guide 2014.

**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 Kraft Cadbury, Cathay Pacific Airways, Federated Farmers, Wellington City Council, and IAG New Zealand.

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.

Recently the firm has 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 (now New Zealand’s second largest business entity). 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 maker) to Nestlé, including areas of corporate, employment, and competition. The firm also acted for Marlborough District Council as a submitter in opposition to the New Zealand King Salmon proposal, involving four plan changes and resource consents for nine salmon farm sites. 1,271 submissions were received in relation to the submission, and a ten-week hearing was required.

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 programme, which provides great development opportunities for staff.

**Opportunities for Students:**

DLA Piper New Zealand offers a summer clerkship programme, with applications opening on 5 March, and closing on 19 March. Applications are open to students in their penultimate year of university that are pragmatic, intelligent, and have strong communication skills. DLA Piper New Zealand seeks students who are hungry, enthusiastic and who the firm could help grow into international legal experts that lead their respective fields.

Summer clerks are assigned a senior associate and partner as supervisors, and work across all levels during their summer at the firm. Clerks will meet with clients, prepare cases for trial, appear in court and be involved in commercial transactions, all with the close support of the firm. Starting pre-Christmas provides a great number of social opportunities for summer clerks, and the young lawyers take the clerks under their wing. The firm has fortnightly office drinks, team Christmas parties, and regular office functions.

DLA Piper New Zealand deliberately only offers a handful of summer clerk openings to ensure that those successful in their applications experience a first class journey, with full participation in real work.

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.
BECOME A GLOBAL KIWI AT DLA PIPER NEW ZEALAND

DLA PIPER NEW ZEALAND IS THE FIRST GLOBAL, BUSINESS LAW FIRM OPERATING IN NEW ZEALAND.

When you join DLA Piper New Zealand as a summer clerk, you’ll be doing work for some of New Zealand’s most significant organisations through to the world’s most recognised brands. Because of our size and the work we do, you’ll be in the engine room of legal advice from the start of your career.

For more information on our summer clerk programme or to apply, please visit www.dlapiper.co.nz.

f t in @Wynn_Williams

www.dlapiper.co.nz

DLA Piper New Zealand is an independent law firm. It is associated with DLA Piper, a global law firm operating through various separate and distinct legal entities.

"The best way to predict the future is to create it."

Abraham Lincoln

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About the Firm:

Founded in 1859 Wynn Williams is now the fastest growing firm in New Zealand and is ranked inside the Top 10 in the country by size. It has a strong pedigree in dispute resolution with Justices Gresson, Holland, Tipping, Venning and most recently Nation, all having been partners in the firm as well as Peter Whiteside QC.

In recent times the firm has acted for the Anglican Church in the dispute around the future of ChristChurch Cathedral, acted for a director in the FMA civil proceedings against the Hanover Directors, successfully defended local government entities against a judicial review relating to an earthquake recovery plan, completed commercial leasing work on several large-scale retail developments in Christchurch, and assisted with the licensing of the first ever ‘crowdfunded’ equity raising platform, Snowball Effect.

The firm is noted for Dispute Resolution and Resource Management work in the Legal 500 and Chambers 2015 directories with Jared Ormsby, Jeremy Johnson, and Philip Maw selected as noted practitioners.

Working at the Firm:

Wynn Williams works with a wide range of clients – private, commercial, corporates, large public institutions and government agencies. The firm sponsors Heart Kids NZ and does regular fundraising work for them. All lawyers are encouraged to undertake pro bono or community work as part of their contribution to the firm.

Wynn Williams supports a healthy work/life balance and doesn’t believe that lawyers should have to lay down their lives for the firm. There are times when long hours become necessary, but the firm recognises that this is above and beyond the call of duty! When junior solicitors are required to work longer hours senior lawyers support them, and the firm has strong leave policies.

Wynn Williams, as a member of SCG Legal, (a network of over 150 firms in capital cities around the world) offers many opportunities to work overseas. The firm also encourages those interested in postgraduate study.

The firm believes that it offers opportunities for career advancement over and above what other law firms in New Zealand can. A number of the lawyers and partners started as graduates and with the close supervision and training have become the current and future leaders of the firm. Wynn Williams sees it as its job to help students develop the practical skills necessary to become an excellent lawyer, and to provide the opportunity for you to create your future.

Opportunities for Students:

Wynn Williams takes between four and six summer clerks each year. Applications for the 2015/2016 summer intake open on the 6th of March, 2015.

The firm’s clerkship program offers full exposure to senior lawyers. Wynn Williams has a strong mentoring culture, with all junior staff dealing with senior lawyers daily. Clerks are rotated during the summer so that they can experience work in all of the firm’s practice groups.

Wynn Williams provides lots of social opportunities for clerks to immerse themselves in. An in-house Young Professionals Group provides networking experience and exposure to senior figures of the public and private sector, and the firm has a healthy social culture, with regular events such as a Winery Tour and a Mid-Winter Dinner, along with the usual Friday night drinks.

Wynn Williams takes between two and four graduate students each year. These students should fit the culture of the firm well, and be motivated and intelligent. It is certainly a plus for applicants to have a healthy extra-curricular background.

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Anthony Harper

**General Details:**

**Locations:** Auckland, Christchurch.

**Areas of expertise:** Specialist law firm with expertise across 15 specialist legal services (listed below).

**Staff:** 75

**Contact:** Fleur Templeton, HR Manager: fleur.templeton@ah.co.nz

**About the Firm:**

Anthony Harper prides itself on being responsive, passionate and interested. It is the exclusive New Zealand member of ALFA International, a global network of 145 world-wide independent law firms. Anthony Harper was recommended in the 2015 Asia Pacific Legal 500 for continued success in its key specialist areas, and seven of the firm’s partners were individually mentioned. At the 2014 Law Awards Anthony Harper won the Employer of Choice Award (50-99 employees).

**Areas of speciality:**
- Banking and finance
- Corporate advisory
- Retail
- Intellectual Property
- Telecommunication, media and technology
- Insolvency and business recovery
- Trusts and asset planning
- Property
- Retirement villages
- Insurance
- Employment law
- Dispute resolution
- Construction
- Manufacturing
- Resource management

**Working at the Firm:**

Anthony Harper works for a number of large national and international clients across many sectors, including banking, manufacturing, retail, telecomms, property and retirement villages.

Anthony Harper encourages continuing career development. Their Professional Continuum™ outlines the professional capabilities and performance indicators required at each career stage, and their performance review is designed to provide formal feedback, identify personal and professional development needs and set goals and objectives. Workplace surveys are held to get honest feedback from the team about how they feel working for Anthony Harper to constantly improve the working environment.

The firm is proud of its welcoming atmosphere. The partners and senior lawyers are very approachable and teamwork with clients and colleagues is encouraged. Lawyers at Anthony Harper also enjoy having fun together and have an active social calendar that includes Friday night drinks, entertainment nights and memorable Christmas parties.

**Opportunities for Students:**

Anthony Harper runs a summer law programme designed to give students a taste of what it’s really like to work as a lawyer. Summer clerks are exposed to as much as possible of the firm’s day-to-day activities, and assignments vary depending on the team being worked with. Clerks at Anthony Harper can expect to:

- Put their research skills to good use.
- Sharpen their drafting skills on opinions, agreements and letters.
- Work closely with lawyers and partners on current projects.
- Be involved in client meetings.
- Take part in legal training.
- Produce work and meet client-imposed deadlines.

Anthony Harper takes one clerk in the Auckland office, and one in the Christchurch office. The firm looks for students with a strong academic record, who are enthusiastic and interested in commercial law, and have a healthy involvement in extra-curricular activities. More details about the summer law programme can be found on the Anthony Harper website.
Chapman Tripp

General Details:

Locations: Auckland, Wellington, and Christchurch.

Areas of expertise: Corporate; competition; energy and natural resources; property; construction; finance; tax; dispute resolution; environmental, planning and resource management; restructuring and insolvency; technology, media and telecommunications; Maori; financial services regulation; and government relations issues.

Staff: 54 partners and 165 other legal staff.

Contact: Leith Macfarlane, Recruitment Advisor, at leith.macfarlane@chapmanntripp.com

About the Firm:

Chapman Tripp has a national presence, and seeks to help clients achieve a competitive edge with clear, commercially focused advice covering all of their legal requirements. 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. During 2014, Chapman Tripp worked on more of New Zealand’s mergers and acquisitions and initial public offerings (IPOs) than any other national law firm.

Chapman Tripp was named the ‘Large Law Firm of the Year’ and the ‘Employer of Choice (100+ employees)’ at the 2014 New Zealand Law Awards. Furthermore, the firm was involved in every one of the winning deals at the 2014 Awards and won recognition for all of these roles. Chapman Tripp also received the overall New Zealand award in the 2014 Australasian Lawyer’s Employer of Choice awards and was awarded NZ Law Firm of the Year at the 2014 Chambers Asia Pacific Awards for Excellence.

Working at the Firm:

Chapman Tripp’s clients span the full spectrum of government, industry and commerce. The firm’s major teams include corporate (containing their Maori services group, Te Waka Ture), finance, financial services, property, litigation, resource management, environmental and tax. Chapman Tripp was also the first major law firm in New Zealand to set up a formal pro bono programme and recently signed partnership agreements to support the Sir Peter Blake foundation, Aera Foundation, First Foundation, New Zealand Opera and Creative HQ.

Chapman Tripp is committed to the development of its employees and ensuring they reach their potential. The firm maintains a significant continuing legal education programme and a unique in-house skills plan. Along with extensive training, Chapman Tripp offers an in-depth review and planning programme, which ensures employees are given feedback on their performance. Mentoring, along with flexible working arrangements, paid parental leave, a generous wellness package, a comprehensive development programme and study support are also offered by the firm.

If your sights are set overseas, Chapman Tripp’s strong relationships with international law firms in Asia, Australia, the United States and the United Kingdom will give you access to work abroad.

For more information on Chapman Tripp’s legal teams and the opportunities available to staff, head to www.graduates.chapmantripp.com

Opportunities for Students:

Chapman Tripp offers two main avenues for students wishing to gain a graduate position with the firm – their winter and summer clerk programmes.

The winter clerk programme is aimed at students who still have two full years of studies remaining. It's a one-week scheme designed to offer students hands-on experience and an insight into life as a lawyer. A small number of winter clerks are recruited for both our Wellington and Auckland offices, and those selected are given the opportunity to attend a number of learning workshops, spend time working in their teams alongside their supervisor (a senior lawyer, generally a partner) and buddy (a more junior lawyer), and attend plenty of social activities. At the end of the winter clerk programme, students may be invited back to summer clerk with the firm. Applications for Chapman Tripp’s winter clerk programme will open on 8 May 2015.

Chapman Tripp’s summer clerk programme is aimed at students in the penultimate year of their law degree. The programme runs from November to February and successful students are given an opportunity to sit in two different legal teams over the course of the summer. The summer clerk intake is kept small to ensure students are part of a team and involved in real work from day one. Students attend a number of learning workshops, go on client visits, take part in volunteer work and attend social events. Clerks are again supervised by a senior lawyer and buddied up with a more junior lawyer. At the end of the summer clerk programme, students may be invited back to work at the firm as a law clerk. Applications for Chapman Tripp’s summer clerk programme will open on 5 March 2015.

More information on Chapman Tripp’s summer and winter clerk programmes can be found at www.graduates.chapmantripp.com
About the Firm:

Gilbert Walker is a boutique firm with a low partner to staff ratio, high quality staff, and partners with significant advocacy experience. Junior lawyers are offered the opportunity to work directly with the firm’s partners for major commercial clients in a small collegial environment.

In recent years Gilbert Walker has been involved in substantial civil claims, prosecutions, and regulatory investigations arising out of most of the finance company collapses – representing directors, auditors, Securities Act trustees, valuers, and insurers. The firm was instructed in many of the highest value commercial property and infrastructure claims arising out of the Canterbury earthquakes.

The 2014 Chambers rankings described Gilbert Walker as “absolutely at the top of the tree in terms of intellect,” and Stephen Hunter and Campbell Walker were two of only ten New Zealand lawyers named in Who’s Who Legal: Litigation 2014. The Legal 500 2014 described Gilbert Walker as a “power boutique” firm that operates “at the level of top-tier, full-service competitors.”

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, and recently acted for Women’s Refuge in respect of a commercial dispute.

The partners look to lead by example by striving for a good work/life balance, and the other staff are not expected to be in the office any more than the partners. A high degree of commitment is required when preparing and taking cases to trial, but 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 Harvard, Stanford and NYU. Gilbert Walker is happy to assist staff in finding positions at top international firms.

A variety of aspects of a student’s legal education are applicable to working at Gilbert Walker. Many of their cases raise issues of professional negligence, breach of contract, breach of trust, insurance policy interpretation, and company law and directors’ duties. Mooting, advocacy, and legal writing are very relevant to the firm’s work.

Opportunities for Students:

The junior solicitors employed by Gilbert Walker all served as judge’s clerks or prosecutors before joining the firm, but they have employed exceptional candidates directly out of law school in the past.

Gilbert Walker seeks applicants with an exceptional academic record, experience as a judge’s clerk, involvement in other academic activities such as mooting and Law Review, and experience in positions of responsibility.
Hudson Gavin Martin

General Details:
Location: Auckland.
Area of expertise: Intellectual property.
Staff: Five partners and approximately twelve lawyers.
Contact: Mark Gavin, Partner: mark.gavin@hgmlegal.com

About the Firm:
Hudson Gavin Martin is a corporate and commercial boutique law firm that specialises in working with clients to develop, invest in, exploit, and protect technology and intellectual property. The firm was formed from the combined IP and technology teams from Bell Gully and Russell McVeagh, and now comprises one of the largest teams in New Zealand of IP specialists. Hudson Gavin Martin’s clients range from large international and local companies to start up technology companies and individuals including inventors and game developers.

Hudson Gavin Martin has undertaken a lot of notable recent work, including acting for Microsoft on the acquisition of Green Button, assisting Duco with the establishment of the NRL Nines, and acting for Eight Mile Style LLC (the company that administers the rights to Eminem’s music) in relation to the National Party’s use of music for the 2014 election campaign.

The 2014 Chambers rankings saw the firm rated Band 2 in Intellectual Property and Technology, Mark Gavin as Band 1 in Intellectual Property, and Simon Martin as Band 1 in Technology. The Asia Pacific Legal 500 ranks the firm as Band 2 in Intellectual Property and Mark Gavin and Jason Rudkin-Binks as Leading Individuals.

Working at the Firm:
Hudson Gavin Martin works with many major clients, including Louis Vuitton, Vodafone, Spotify and Sony. It also provides pro bono services to a number of organisations including the Royal New Zealand Foundation of the Blind, Beat Bowel Cancer Aotearoa, and the Pindrop Foundation.

The nature of the small firm means that partners work directly with lawyers, and work is generally completed within work hours (although there are times where client/deal demands require work to be done under urgency and so outside of hours).

Papers on Intellectual Property Law, Information Technology Law, Media Law, Company Law and Contract Law would be useful to a student interested in pursuing a career with Hudson Gavin Martin. Students with other degrees (whether it’s a BA, BCom, BSc or otherwise) often have the opportunity to utilise their other areas of learning given the nature of the creative companies Hudson Gavin Martin works with.

Opportunities for Students:
Hudson Gavin Martin takes one or two summer clerks each year. The firm looks for well rounded students with interests outside the law and a genuine interest in the areas that it specialises in. Ideally, applicants would have taken technology or IP papers together with commercially focussed papers, demonstrating sound business understanding. Given that the firm only takes one or two clerks, they work with all of the partners and most of the senior staff at some point over the summer. Summer clerks at Hudson Gavin Martin are given a hands-on and practical experience. They attend client meetings, sit in on calls with clients, assist in drafting documents and letters and provide research. Ideally, the summer clerks re-join the firm the following year as graduates.

The firm is close and the team regularly socialise and some play in sports teams. There are regular Friday night drinks and lunches/dinners on special occasions – and best of all, no summer clerk skit!
Kensington Swan

General Details:
Locations: Auckland, Wellington.
Areas of expertise: Corporate and commercial, dispute resolution, financial services, infrastructure, government.
Staff: 94 lawyers.
Contact: recruitment@kensingtonswan.com

About the Firm:
Kensington Swan is proud of its long history, which dates back over 100 years. Many former employees have gone on to work in large corporates or join the judiciary. A sitting of the Court of Appeal in 2011 was notable as the first time the Bench comprised judges who had all come from the same law firm – Kensington Swan.

Kensington Swan is a full-service law firm, but operates in small teams. The firm values collaboration, commitment, and confidence. Its diverse culture and vibrant working environment foster excellence in the outcomes it delivers.

Recently Kensington Swan has acted for the Commerce Commission and a group of major retailers in large-scale litigation against Visa, Mastercard, and the dominant retail banks. The firm advised McConnell Dowell Constructors during the Royal Commission inquiry into the Pike River Coal mine disaster to ensure that a fair and honest portrayal of the business was presented to the Commission. Kensington Swan also has a Maori Law team that acted for Ngati Raukawa in Treaty settlement negotiations, resulting in an innovative co-management agreement in respect of the Waikato River.

Many of Kensington Swan’s leading lawyers are highly regarded in their fields, and have been recognised internationally. The firm was voted in the Top 50 leading companies for women in APEC, and was named the Best New Zealand Firm for Women at the 2014 Australasian Law Awards.

Working at the Firm:
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 health and wellness programme, weekly yoga, 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 open in March, with interviews in April and May. Summer clerks are fully integrated into the Kensington Swan team. They are given a partner, a buddy junior lawyer, and a professional team to work closely with. 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.

For more information visit www.kensingtonswan.com
Mayne Wetherell

General Details:
Location: Auckland.
Areas of expertise: Corporate and finance law.
Staff: 24
Contact: Susie Evans (Office Manager), susie.evans@maynewetherell.com

About the Firm:
Mayne Wetherell is a New Zealand law firm. The firm acts on groundbreaking business transactions which regularly hit the headlines and as a result, the firm’s young lawyers are involved in stimulating projects that require creative legal solutions and advice.

Recently the firm oversaw the sale and debt restructuring of Mediaworks (TV3 and related companies), and assisted with the financial restructuring of Solid Energy. Both deals won awards at the latest New Zealand Law Awards ceremony.

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.

Clients seek Mayne Wetherell out for their commercial approach to legal advice and for their 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 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 market leaders in corporate and finance law.

Opportunities for Students:
Mayne Wetherell offers a summer clerk programme for students in their penultimate year at law schools across New Zealand. Although outstanding university grades are important, candidates who demonstrate the qualities necessary to succeed in the business world are actively sought.

The firm’s specialist practice allows it to provide its lawyers and clerks with a quality of experience and a level of remuneration which is unsurpassed in the market.

Mayne Wetherell views its summer clerks and young lawyers as the future of the firm. Each partner invests significant time, knowledge and training into the firm’s young lawyers. Time and again, that investment results in solicitors and associates progressing at a faster rate than their peers at other firms.

Summer clerks slot straight into the firm’s practice, being assigned to teams working on transactions that are underway at the time. This hands-on experience is complemented by a summer clerk training programme which provides a broad view of Mayne Wetherell’s practice and the law which underpins it.

At Mayne Wetherell a summer clerkship is not a trial period. Applicants are carefully selected, which allows the firm to commit its full time and energy into training successful applicants. Since the inception of the firm every summer clerk has been offered a graduate position.

For students who aspire to operate at the forefront of the legal profession, Mayne Wetherell offers exceptional opportunities. For further information visit www.maynewetherell.com/careers/
About the Firm:
Meredith Connell was established in 1922, and since its inception, it has held the Crown Solicitor’s Warrant for the Auckland region. The Warrant is effectively legal services contract between central government and an individual giving responsibility to prosecute jury-trial work in a certain region. All of the jury-trials in Auckland are run out of the Meredith Connell office. The Warrant is given to an individual, who has the ability to delegate that responsibility to other lawyers in their firm who have been classified by Crown Law to prosecute Crown cases.

It is not all about the Warrant, however. Meredith Connell is a diverse law firm with four main practice areas:

1. The Crown Specialist Group undertakes the Warrant work.
2. The Commercial Group focuses on equity funding, commercial contracts, property law, and commercial litigation.
3. The Public and Regulatory Group looks after the local government practice and undertakes public advisory and professional disciplinary work. Their clients include government departments such as the Ministry of Education.
4. The Commerce Compliance and Insolvency Group advises the Financial Markets Authority and the Commerce Commission, and advises the IRD and Deloitte on recovery work.

Working at the Firm:
Meredith Connell have a blended practice for junior solicitors. The firm attracts high calibre juniors seeking litigation experience, who desire to develop their advocacy skills by undertaking Warrant work. Juniors do not just work in the Crown Specialist Group, but also in another group to enable progress across a range of legal areas.

Advocates spend a lot of time away from the office in Court, as opposed to working in many commercial firms, where the days are spent predominantly behind a desk. A lot of the criminal trial work can be both complex and sad, and it can be gruelling to witness some of the awful things that people do to each other.

Meredith Connell advises students interested in a career in criminal litigation to take papers such as evidence, advocacy, and advanced criminal law. Having said that, the firm is keen to stress that none of these are prerequisites. A law degree should focus on developing a basic understanding of various areas of law, but the specifics can only be understood once the student is practising.

For more information visit www.meredithconnell.co.nz

Opportunities for Students:
Meredith Connell tends to employ junior lawyers once they have got their practising certificate, because most of the firm’s employees are litigators and are frequently in Court. As such, it is common for Meredith Connell to take on lawyers once they are 12, 18 or 24 months into their professional lives, and have gained some experience, rather than straight out of law school. Meredith Connell employs a lot of lawyers who have been judge’s clerks, or worked in other big firms, and decided that they don’t want to be contract lawyers, and would rather be advocates in the courtroom.

Meredith Connell runs an internship programme that students should consider. There are two different streams – one is a Maori/Pacific internship, and one is a general scheme. The internship involves working two afternoons a week at Meredith Connell for a year, probably in the student’s last, or second to last year, in the expectation that it will lead to employment after graduation. The firm views this programme as a more effective way of senior law students gaining an understanding of Meredith Connell than a conventional summer clerkship. Two of the interns provide support to the Crown Specialist Group, and two work in the Commercial Group.
Minter Ellison Rudd Watts

General Details:
Locations: Auckland, Wellington.
Areas of expertise: Full-service law firm with particular expertise in Banking and Financial Services, Corporate and Commercial, Real Estate, Construction, Dispute Resolution and Insolvency.
Staff: 260+
Contact: Odette Wilson, People & Performance Manager: odette.wilson@minterellison.co.nz

About the Firm:
As a member of the Minter Ellison Legal Group, Minter Ellison Rudd Watts is an international firm that is able to offer its clients access to one of the largest full-service legal groups in the Asia-Pacific region, with more than 290 partners and 900 legal staff worldwide in offices in Auckland and Wellington, Australia, Asia and the UK.

At the end of 2014 the firm was awarded the Supreme Award at the AUT Excellence in Business Support Awards, judged by an independent panel who selected finalists from across the business sector. Additionally the firm was recognised for its work on the New Zealand Deal of the Year (Solid Energy’s financial restructuring) at the New Zealand Law Awards in 2014. Other complicated and innovative transactions include advising on the sale of Lloyds Bank’s Australasian business to Westpac, advising a consortium led by AMP Capital investors in its acquisition of a 42% interest in Powerco, and advising the liquidators of the 14 companies in the Mainzeal Group. In 2012 and again in 2013 Minter Ellison Rudd Watts was named Large Law Firm of the Year at the New Zealand Law Awards.

Working at the Firm:
Minter Ellison Rudd Watts works with a full range of clients on a day-to-day basis – predominantly large corporates, banks, or substantial privately owned businesses.

The firm is proud of its industry-leading ability to encourage a healthy work/life balance. It has a number of programmes and initiatives aimed at ensuring staff attain and maintain balance, including mentoring, and regular advice around time management, nutrition, and stress management, as well as subsidised gym memberships!

Minter Ellison Rudd Watts is proud of being the only New Zealand firm with integrated international connections, and traditionally has offered secondment opportunities across the global Minter Ellison network. In 2014 the firm even had an intermediate solicitor from Auckland placed in Ulaanbaatar, Mongolia. When staff head overseas on their OE, the firm looks to connect them with networks and opportunities overseas.

Opportunities for Students:
There are three main ways that students might pursue a career at Minter Ellison Rudd Watts:

The firm offers a ‘noordinaryyear’ Intern Programme for Auckland based students in their penultimate year of study. The successful students spend one day a week on paid work experience within the firm during the academic year. This will often lead into a summer clerkship at the end of the 12 months.

Minter Ellison Rudd Watts offers a ‘noordinarysummer’ Summer Clerk programme from mid November to mid February each year. Applications open on 5 March 2015 and close at 12pm on 19 March 2015. Generally applications to summer clerk are accepted from Law Students in their penultimate year of law school, although many apply a year earlier (or later) and their applications are considered too. The firm does not have a fixed number of clerks, but took 21 in 2014, and generally more are taken in the Auckland office than the Wellington one.

Summer clerks at Minter Ellison Rudd Watts enjoy two team placements during their summer at the firm. They are fully integrated into their host teams, are assigned responsible partners and ‘buddies’ and have the opportunity to work closely with all team members at every level. During their time at the firm summer clerks go on client visits, secondments to client sites, observe proceedings in the District Court and High Court, and work on some major deals and files for firm clients. Other tasks carried out by clerks include researching points of law, writing client memos, presenting at team training sessions, collating documents for court, helping draft agreements, and registering companies and trademarks.

There are numerous social opportunities for clerks to get involved with over the summer. There are Christmas parties, team and client functions, team building events, Friday night drinks, social sports teams, and the much anticipated lunchtime BBQ hosted by the clerks.

Minter Ellison Rudd Watts also employs graduate students out of university. The summer clerk programme is the main source of graduate recruits, however additional graduates are occasionally recruited, and the firm encourages graduate level candidates to apply during the main recruitment round in March.

The firm seeks people from a diverse range of backgrounds who have strong academics, are well rounded and grounded, are good team players, display initiative, have a good customer service ethic, are motivated to succeed, and are passionate about law and eager to learn.
Russell McVeagh

General Details:
Locations: Auckland, Wellington.
Areas of expertise: Banking and Finance, Competition, Corporate Advisory, Employment, Environment, Litigation, Property, Public, Regulatory & Competition Law, Tax.
Staff: 34 partners, 12 senior associates, 5 consultants, and approximately 200 other legal staff.
Contact: Pagen Plaizier, HR Advisor in charge of the scholarship, summer clerk and graduate programmes: pagen.plaizier@russellmcveagh.com

About the Firm:
Russell McVeagh is one of New Zealand’s premier commercial law firms. The firm is proud of its high standards: Russell McVeagh strives to provide strategic and commercially focussed solutions – not just endless legal jargon – and to recruit the best people, and provide them with an exceptional working environment.

Russell McVeagh was recognised as the New Zealand Law Firm of the Year at the 2014 Euromoney Asia Women in Business Law Awards – an award recognising firms for setting the standard in female-friendly workplaces that is judged on the best initiatives for gender diversity, innovation, work-life balance, pro-bono work and talent management. The firm won the M&A Deal of the Year and the International Deal of the Year at the 2014 New Zealand Law Awards for its work advising Beijing Capital on its acquisition of the New Zealand assets of Transpacific Waste Management – a transaction valued at $950 million.

Working at the Firm:
Russell McVeagh acts for many of New Zealand’s major corporates including numerous energy companies and utilities, banks, financial institutions, state-owned entities and 11 of the NZX 15 companies on their most complex, challenging and high profile commercial transactions.

The firm also undertakes a considerable amount of pro bono work for a number of community and non-profit groups, and gives a large number of pro bono hours each year to local community law centres.

Opportunities for Students:
There are three avenues worth pursuing for students interested in working at Russell McVeagh out of law school:

Russell McVeagh offers law scholarships to both school leavers and university students. The scholarship programme offers support while you’re at university 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 June 2015.

Russell McVeagh recruits summer clerks during the university recruitment round from March 5 to March 19 2015.

Students who apply to summer clerk must be studying law at a New Zealand university, and are usually in their penultimate year of study. Approximately 20-30 summer clerks are taken in the Auckland office, and 8-10 in the Wellington office, often dependent on the structure of the teams within the firm at the time.

As a summer clerk at Russell McVeagh you will share an office with a senior solicitor or partner for the summer. You will work in at least two practice areas of your choice, have ongoing training, meet some great people and enjoy all the perks of working in a top tier law firm. Summer clerks are provided with a variety of tasks such as researching; drafting memos for staff and clients; proofreading and copy-checking and contacting various companies/government departments. Clerks are also sometimes taken to meetings with clients, or sent to deliver documents to the High Court.

All summer clerks are encouraged to join a wide range of social and sporting activities – from the weekly Russell McVeagh ‘Friday Fives’, to dinners, movies, get togethers and sporting competitions – which have included touch, cricket, soccer, rugby, netball, multisport, running, basketball, tennis and bowling. Summer clerks are also invited to (and asked to prepare a skit for!) the annual Russell McVeagh Christmas Party.

Russell McVeagh also employs graduates. A large number come from the scholarship and summer clerk programmes, but some graduates are hired during the university recruitment round as well.
The Public Sector

Legal work in the public sector is an alternative to the commercial atmosphere 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.

Recruitment is less regimented in the public sector than the private. 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.
General Details:
Areas of law: The Network spans a vast array of legal areas, but all have a predominantly public flavour.
Locations: There are GLN lawyers across New Zealand, but the majority work in Wellington.
Staff: 1000+
Contact: info@gln.govt.nz or for information about internship opportunities visit www.gln.govt.nz

About the Network:
Formed in 2011, the Government Legal Network is a ‘whole of government’ collaborative approach to advancing the quality and value of legal services to the Crown. Every day, over 800 lawyers in central government work at the leading edge of public law – supporting effective governance, upholding the Rule of Law and producing better outcomes for all New Zealanders. These lawyers, plus an additional 280 located in Crown Entities, make up the Government Legal Network. Supported by a small, dedicated team within Crown Law, GLN initiatives harness the expertise, motivation and leadership of public sector lawyers across New Zealand for collective impact.

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 Corrections.
- Crown Law Office.
- Ministry for Culture and Heritage.
- 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 for Primary Industries.
- Serious Fraud Office.
- Ministry of Social Development.
- The Treasury.

Working in the Network:
GLN programmes support the minimisation of the Crown’s legal risk and the ongoing provision of rewarding and nimble career pathways. The Network facilitates the following initiatives:
- Crown legal risk reporting, monitoring and mitigation.
- Continuing 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.

The dynamic legal environment in government offers public sector lawyers challenge and purpose, and the opportunity to align career aspirations with practice interests and personal values. Specialisation and diversity are both valued, and peripheral opportunities in policy, management and governance provide further scope. Secondment opportunities emerge on a regular basis, allowing lawyers to experience different practice environments and develop long-lasting professional contacts.

Opportunities for Students:
GLN clerk and graduate programmes provide meaningful work, access to exceptional mentors and the opportunity to excel while making a difference. Talent is developed through exposure to complex legal issues, the opportunity to engage directly with clients, and the chance to put leadership into action while knowing guidance and practical support are right on-hand.

In 2014, the GLN Summer Clerk Programme placed 11 law students into exciting opportunities right across government. In 2015, the Clerk Programme will be complemented by a Graduate Programme with 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.

Nine departments and agencies take part in the internship programme, and there are excellent roles on offer with the following:

Accident Compensation Corporation
- The ACC legal team manages statutory appeals to the District Court.
- Summer clerks are involved in background research for submissions, high level reviews of new appeals, assessing the need for further evidence, drafting letters to medical specialists, and appeal related statistical tasks. A strong interest in litigation would be an advantage.

Commerce Commission
- The Competition Legal team advises the Commission on
all aspects of the Commission’s competition and consumer work, from advising on investigations under the Commerce Act, Fair Trading Act and the Credit Contracts and Consumer Finance Act, to managing and participating in the large scale litigation that often results.

- The Regulation Legal team advises on a variety of issues relating to the telecommunications, dairy, airports, electricity and gas sectors.
- Summer clerks have the opportunity to join one of these two legal teams and work alongside the Commission’s highly qualified investigators and specialist lawyers.

**Crown Law Office**

- The Crown Law office provides legal advice and representation to the Government, dealing with a range of matters including judicial review of government actions, Treaty of Waitangi issues, the enforcement of criminal law, and protection of revenue.
- Summer clerks at Crown Law have the opportunity to gain practical legal experience and exposure to some of the most important and challenging matters being addressed by Government today.
- The work can include research into legal issues, the drafting of legal advice and submissions, preparing practice notes, and supporting counsel in client meetings and attendance at court.

**Department of Conservation**

- Summer clerks with DoC work in an organisation that strives to maintain and improve all that is good about New Zealand’s outdoor environment. The position offers the opportunity for a student to express their passion for conservation, while getting significant professional challenges and training opportunities in return.
- Clerks provide legal support and assistance on a diverse range of issues including Resource Management Act and Treaty Settlement issues. Having completed papers in Environmental Law, Resource Management and Treaty would be an advantage.

**Health and Disability Commissioner**

- The Health and Disability Commissioner considers complaints about health or disability service providers, and ensures that these are taken care of fairly and efficiently.
- Summer clerks assist the legal advisory team to provide timely and accurate legal advice across the organisation. A strong interest in health law and/or policy would be an advantage.

**Ministry of Foreign Affairs & Trade**

- MFAT further provides legal advice on international issues and is the formal channel for the Government’s communications to and from other countries and international organisations.
- Summer clerks will be involved in a range of international legal issues, in particular assisting with the conclusion of international treaties and undertaking research on topical international law issues ranging from peace and security, to the environment and the oceans, to trade and growth.

**Ministry of Transport**

- The Ministry is the Government’s principal transport adviser, aiming to improve the overall performance of the transport system, improve the performance of transport Crown entities, and achieve better value for money for the Government from its investment in the transport system.
- The Ministry works across the land, aviation and maritime transport sectors. As part of the legal team, summer clerks help implement transport policy through new legislation, provide advice on existing legislation, improve legal risk management, and contribute to the overall work of the Ministry.

**Parliamentary Counsel Office**

- The Parliamentary Counsel Office drafts all statutes and regulations in New Zealand, and is responsible for the publication of all primary and secondary legislation. Drafting legislation is a specialist career, but there are few other types of legal work where lawyers can expect to be involved with and influence such a diverse range of issues.
- Summer clerks carry out research, learn about the parliamentary processes, and work alongside professionals with a high level of commitment and expertise, and contribute to a service integral to the function of Government.

**Public Trust**

- Public Trust provides independent trustee services, and is known as New Zealand’s largest provider of wills and estate administration functions. Public Trust’s three functions are retail (helping with wills and estates and managing assets), business (generally charitable trusts or farms), and corporate (with approximately $40 billion under supervision on behalf of investors).
- Summer clerk work is based in the Governance and Risk team, and focuses on helping review Public Trust board governance documents and framework to improve the efficiency and effectiveness of legal services offered by the Governance and Risk team.

Applications for the 2015/16 Summer Clerk Programme will open in Semester Two. To find out more please visit www.gln.govt.nz
PRACTISING IN GOVERNMENT

WHAI MŌHIOTANGA
Through the GLN, government lawyers stay informed about the latest developments in public law. Our seminars and lectures enable the sharing and advance of sector expertise.

WHAI HONGA
In addition to our professional development programmes, we host regular networking events and an online intranet portal to help government lawyers stay connected - with best practice developments and each other.

WHAI TIKANGA
Being engaged means applying your expertise with flair and enjoyment. The GLN is a dynamic network focused on advancing rewarding career pathways for all government lawyers.

LAWYERS IN THE GOVERNMENT LEGAL NETWORK ENJOY CAREERS GROUNDED IN CHALLENGE, VARIETY AND Purpose

The array of legal issues confronting government is broad – requiring dedicated lawyers who enjoy working right at the heart of issues of national importance.

If you enjoy a challenge and have a public service ethos, a career as a government lawyer will offer you great opportunities to contribute and excel. You can expect to work on complex issues and gain exposure to superb mentors, right throughout your career.

Opportunities to specialise or diversify create scope to explore leadership careers in policy, governance and management.

The GLN is a connected and dynamic group of professionals. Every day, more than 800 lawyers across the Network collaborate to minimise Crown legal risk, support effective governance and produce better outcomes for all New Zealanders.

The Network is also proactive in nurturing talent. Our Summer Clerk and Graduate Programmes are designed to help you achieve your goals, and to set you on a path of continued success.

To find out more, visit our website www.gln.govt.nz or email us at info@gln.govt.nz
Mike Heron
Solicitor General and CEO of Crown Law

Mike Heron is New Zealand’s current Solicitor General and head of the Crown Law Office. As Solicitor General, Mike can exercise most of the Attorney General’s statutory functions, particularly those functions that should be undertaken independently of the political process. The Crown Law Office employs lawyers to represent the Attorney General in legal proceedings. Mike holds an LLB from Victoria University of Wellington and an LLM from Cambridge University.

What do you find fulfilling about your role as Solicitor General?

As a job I find it extremely exciting because of the wide variety of legal areas that it spans. It’s a balanced role – I do some very technical legal work, but I also fill an administrative function in leading Crown Law and ensuring we are sustainable. I often drop into cases before arbitrators and courts, so I need to be comfortable with the legal content that is put together by our expert lawyers. That content changes a lot – sometimes it is related to the Treaty of Waitangi, sometimes it involves criminal prosecutions. Overall I love the role – it’s the most awesome job. I get to meet a lot of interesting people, and working as the Solicitor General is an absolute privilege.

How does working in the public sector differ from the private?

The big attraction of the Government Legal Network is that you have a cause and you’re working to serve New Zealand, and hopefully make the country a better place through the rule of law. That, to me, is a big difference to the private sector, where you are ultimately serving your clients, not the country.

Does the role crossover with Parliament at all?

It does – we are the executive’s lawyers, but at times the branches do intersect. I have to go to select committees every six months, and sometimes advise ministers who are leading select committees. Ministers effectively direct their ministries and often require legal advice, which they sometimes take from us. It’s a very enjoyable part of the job.

Is there any advice you would offer to a student interested in working in the public sector?

Just pick up experience – whether it’s in the private or public sector – get used to the habits of working, of practical law and of dealing with clients. In academia you might need to write 30 pages of detailed and finely-worded analysis, but in practice clients just want the answer to a problem. Soak up lots of different experience, no matter what it is. Don’t stay in one place for too long – two, three, four years – and then move on. A breadth of experience develops your skill set.

I think that an in-depth understanding of constitutional law is important if you’re interested in a public sector career, so advanced public law papers would be of benefit. Having said that, it’s often not so much the topics you learn, but rather the skills you develop.

How has your legal career developed?

My own legal career is pretty eclectic and diverse. I started at Kensington Law as a summer clerk, before clerking at Buddle Findlay after finishing at Victoria University. I travelled and did my LLM at Cambridge, and then took a job at Allen & Overy in London. I worked in their capital markets team, which gave me a chance to work and live in London, and start paying off my student debts at the same time!

It was a really big firm, and I found living in London a bit of a grind. The work I was doing had an element of tedium. The firm itself was great – the people were fantastic, the resources were excellent, and on the face of it the transactions were interesting. The lower level stuff that I was doing, however, could be a bit menial. I got a lucky break in that they offered me the opportunity to move to work in their Tokyo office. My role expanded there into banking and finance, and I had a great time in Tokyo. A lot of the work was contract-based, and it was interesting to see the different approach that lawyers in Japan took to contract work.

In 1995 I began working at Meredith Connell. I was a new lawyer there doing a range of litigation work in court. I was dragged into lots of interesting trials – in my first year I remember being thrown into a debate about search warrants for media companies. I had 12 years at Meredith Connell – five as a solicitor and associate before being made a partner. In 2007 I took a job at Russell McVeagh. Quite a few of Russell McVeagh’s partners come laterally from other firms, and I was one of those. It was hard to leave Meredith Connell, but it was a good change and a good challenge for me at that stage to broaden my skillset. I had an awesome five years there as a litigation partner focussing on regulatory law, health, sport and general commercial litigation. I’ve always enjoyed court work but have steadily moved away from it. It’s very intoxicating stuff, but it’s a bit like exams – you really focus intensely, and then you immediately get a result and direct feedback. Litigation can be quite backward-looking – events tend to have happened already, and you’re often not shaping relationships, but rectifying them.

You mentioned sports law – could you tell us some more about that?

At Meredith Connell I was involved in disciplinary and integrity work for the NZRU, and I joined Drug Free New Zealand, and had a role there. I’ve always been interested in the integrity side of sport – match-fixing and drugs cheating etc. I worked on a review of the 2007 World Cup campaign for the NZRU, and it was great to fuse my interest in rugby with my work. I think more and more lawyers will be able to work in-house into areas they’re really passionate about, whether it’s telcos, sport, health, or the environment. The array of opportunities for lawyers today is pretty cool.
The Human Rights Commission

**General Details:**

Locations: Auckland, Wellington, Christchurch.
Areas of law: Public, Human Rights
Contact: humanresources@hrc.co.nz

**About the Organisation:**

The Human Rights Commission was created to provide better protection of human rights in New Zealand. It works for a fair, safe and just society, where diversity is valued, human rights are respected, and everyone is able to live free from prejudice and unlawful discrimination.

The Human Rights Commission’s job is to:

- Advocate and promote respect for human rights in New Zealand.
- Encourage harmonious relations between individuals and among the diverse groups in New Zealand.
- Lead, evaluate, monitor and advise on equal employment opportunities.
- Provide information to the public about discrimination and to help resolve complaints about discrimination.

There are eight Human Rights Commissioners, including the Chief Commissioner, the Equal Employment Opportunities Commissioner, and the Race Relations Commissioner.

The Director of Human Rights Proceedings runs an independent office within the Commission that decides whether to provide legal representation for people who have complained of breaches of the Human Rights Act 1993. The Office of Human Rights Proceedings has two solicitors that provide free legal representation to complainants to take selected discrimination cases to the Human Rights Review Tribunal, and in some cases for appeals to the appellate courts. These Office of Human Rights Proceedings lawyers are specialists in discrimination law.

**Working at the Organisation:**

The Human Rights Commission presently has four key focus areas:

1. New Zealand’s National Plan of Action for the Promotion and Protection of Human Rights. The Commission is the lead agency for the coordination and development of this plan of action following the review of New Zealand’s human rights record by the United Nations in 2013. Government, civil society, Iwi and business are all involved.

2. Canterbury Earthquake Recovery. The Commission sees the Canterbury earthquake as New Zealand’s greatest contemporary human rights challenge, and it has the mandate and expertise to help the people of Canterbury find practical ways to sort problems that have a foundation in human rights.

3. Structural discrimination in Public Services. The Human Rights Commission is concerned about the role that structural discrimination may play in perpetuating inequalities. The health, justice, education and economic systems are being examined to see what barriers exist and how they can be broken down.

4. The Right to Sign. An inquiry into the use and promotion of New Zealand Sign Language as an official language of New Zealand, which will assess what barriers are preventing the full practice of these rights in New Zealand.
The Law Commission

General Details:
Location: Wellington.
Area of law: Law reform.
Staff: Four commissioners, around ten legal policy advisors, and ten other staff.
Contact: com@lawcom.govt.nz

About the Organisation:
The Law Commission is a public organisation, the role of which is to promote the systematic review, reform and development of the law of New Zealand. As an independent Crown Entity, its functions are to review the law and make recommendations for improvement. Additionally, the Law Commission advises the Minister and government agencies on ways in which the law of New Zealand can be made as understandable and accessible as is practicable.

The Commission has a commitment to consult the public on areas of law that are being reviewed. It promotes discussion and consultation through its issues papers series, and invites submissions from the public prior to making its recommendations for law reform to the Minister. These recommendations are published in its report series, and the government then decides what future amendments are to be made to the law.

The Law Commission’s current work is extremely varied. It is presently considering whether the statutory laws around the media reporting of suicide strikes the appropriate balance between the benefits of freedom of speech and the public health goals of reducing suicide deaths. The Commission is further reviewing the law of Contempt of Court, which it currently believes is vague, outdated, and inaccessible, as well as undertaking a first principles review of the Burial and Cremation Act 1964, among many other projects.

Working at the Organisation:
Day-to-day work at the Law Commission is extremely varied. There is no one part of a student’s legal education that would be most relevant – the Commission is commonly involved in discussions around commercial, criminal, family and public law.

There are clear differences between working at the Law Commission and working at a conventional private law firm. Working in the private sector generally involves working within the confines of the law to provide the best outcome possible for a client, while the work that the Law Commission does is considering possible changes to the confines of the law that might provide for a better outcome for New Zealand society.
The New Zealand Law Society

**General Details:**

**Locations:** 13 branches throughout the country.

**Membership:** At 21 January 2015 there were 12,463 lawyers with a current practising certificate. Of that number, 12,188 had opted to join the Law Society.

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**About the Organisation:**

The Law Society has three main functions: regulation, reform, and support.

**Regulation**

The New Zealand Law Society regulates the practice of law in New Zealand. Anyone who wants to provide legal services must obtain a practising certificate from the 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. The Law Society also has a team of inspectors who review the operation of lawyers’ trust accounts and ensure they are managed in accordance with the law.

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

**Reform**

The Law Society is also required to assist and promote the reform of the law. To do this it maintains 16 specialist committees which examine proposals to make new laws and prepare submissions on how the legislation can be made most effective.

**Support**

As well as its work as regulator of lawyers and its input into law reform, the Law Society represents the interests of lawyers who choose to be members. All lawyers must practise in accordance with the rules and processes administered by the Law Society, but membership of the Law Society itself is voluntary. Over 97% of New Zealand’s 12,000-plus lawyers have opted to be members. 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.

During the year to 30 June 2014 the New Zealand Law Society held nearly 300 events around the country, attended by over 14,500 lawyers. These included formal bar dinners, informal get-togethers over a meal, lunch or after work, 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 mechanisms and services for lawyers who may be under stress or who encounter other problems in legal practice. Fuller information on other services, such as the National Friends’ Panel, can be found at www.lawsociety.org.nz/about-nzls/law-society-services

The Law Society also keeps lawyers informed on the legal profession and other relevant matters through a range of publications and websites. These include the weekly e-newsletters LawPoints and LawPoints Community, the fortnightly magazine LawTalk, and a number of branch and Section e-newsletters.

**Opportunities for Students:**

Students tend to have little contact with the Law Society at present. Its focus has been on lawyers in practice. Most people encounter the 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 the Law Society is an important part of a lawyer’s work. The Law Society is working on developing closer links with people who are studying law. LawPoints Community, a weekly e-newsletter is particularly aimed at law students and can be received free by signing up at www.lawsociety.org.nz/news-and-communications/lawpoints/lawpoints-community.

In 2015 the Law Society is also planning to make copies of its LawTalk magazine available to law students. This is also available online (at www.lawsociety.org.nz/lawtalk/law-talk-856). The Law Society is also about to publish a Guide to Getting Admitted as a Lawyer and a guide for people considering law as a career.
About the Organisation:
The PDS is a method for delivering criminal legal aid services. It provides advice and representation to legally aided defendants facing criminal charges, duty lawyer services, legal services to those 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 in 10 offices throughout New Zealand. The Service operates in 15 District Courts, as well as their related High Courts, the Court of Appeal and the Supreme Court. Ultimately, it seeks to provide quality legal services to those who could not otherwise access it.

Each office is led by a Deputy Public Defender, and contains a mix of senior and junior lawyers tailored to meet the needs of clients. All PDS lawyers are required to meet the same quality standards as private providers to undertake legal work. They are legally approved to provide criminal legal aid services across all criminal proceedings categories, and a majority of PDS lawyers are also approved to provide duty lawyer services.

Working at the Organisation:
The wide variety of work taken on by the Public Defence Service makes it an exciting place to work, and it maintains a collaborative and supportive environment. As part of the Ministry of Justice, the PDS can offer its employees potential secondment opportunities to see how other areas of the Ministry operate.

The PDS offers specialised in-house criminal law training and ensures all staff are provided development opportunities to allow staff to gain the relevant experience and competence levels required to undertake criminal defence representation.

The parts of a student’s legal education that will be most relevant to working at the PDS are developed legal research skills; an understanding of the fundamentals of criminal law and procedure and the law of evidence; and time management skills.

The bulk of the PDS’s work is in the District Court and concerns cases which, if they went to trial, would be dealt with by Judge alone. It also receives cases for jury trial (maximum penalty of 2 years or more), including the most serious charges which can only be dealt with in the High Court. Lawyers have multiple clients and files at any one time.

Opportunities for Students:
The Public Defence Service will be running its second summer internship programme in the 2015-2016 summer break. The purpose is to give students practical exposure to criminal litigation in a supportive “law firm” style environment. It provides training, mentoring and a “hands on” learning style so that interns gain the most from their experience and contribute in a substantive way to the cases they work on. Interns are encouraged to join PDS following their graduation, to assist in the development of a quality junior criminal defence bar.

PDS interns will have the opportunity to work alongside experienced lawyers and be involved in legal research, observing lawyers in court and client interviews (with client permission), drafting submissions and general administration and file organisation. They will be fully involved in the training, team meetings, and social events of the office.

Four students interned at PDS (one in Dunedin, one in Wellington, two in Auckland) over the summer of 2014-2015. The upcoming round of internships will see a greater number of interns taken on. Applications will open in September, and all interested students are invited to apply!

Graduate students are employed on occasion, depending on the requirements of individual offices. Graduates need to be able to obtain “supervised provider approval” status as specified by the Legal Services Act 2011 and its associated Legal Services (Quality Assurance) Regulations 2011.

In both interns and graduates the PDS looks for people who are passionate about criminal justice issues, have a strong work ethic, are versatile self-starters, excellent communicators, and are able to build and maintain strong working relationships. Students must be client-focused people, and able to manage multiple pressures and a wide range of tasks.
Sir Anand Satyanand
Former Ombudsman and Governor General

Sir Anand Satyanand is a former District Court judge, Ombudsman and Governor General. Sir Anand is a Distinguished Fellow at the University of Auckland Law School, having previously graduated from the university. He is currently Chair of the Commonwealth Foundation.

Earlier in your career you worked both in a private law firm, and then as a judge. How did the two roles compare?

I was a busy private practitioner – I had lots of cases, lots of interesting work, and a good income, but in order to service that I spent huge amounts of time interviewing witnesses, talking to clients, and working in the library. It meant a loss of participation in, and enjoyment of family life.

In 1982 I joined a relatively new District Court, and I had a general jurisdiction warrant, and after a year, a specific jurisdiction warrant for undertaking jury trials. I spent over a decade – 12 years – as a judge, and fortunately was able to continue my interests in the criminal law, but also could be engaged, following the CJA 1985, as a prison board chairman, and I also spent time as a member of the National Parole Board, giving me further exposure to the criminal law.

As a legal practitioner you are always juggling a number of balls – clients, income, fixtures, performance, while as a judge, your life becomes much more straightforward because you do one thing at a time and have the space to stamp your quality on it. When you leave the Court it’s generally at 5pm, and when you get home to your family it’s a friend calling, not a client. The quality of life for a judge is substantially better.

How did your role as Ombudsman come about, and what did it entail?

In 1994 I suddenly received a call one day asking whether I would put my name forward for appointment by Parliament as an Ombudsman. I had known and admired NZ’s first Ombudsman, Guy Powles in 1962, so when the opportunity came to be possibly appointed myself, I agreed, even though it meant a shift from Auckland to Wellington, and happily I was lucky enough to be appointed by Parliament. I had two terms as Ombudsman, and really enjoyed the role. A judge, at whatever level, has a set jurisdiction, and a limited number of powers. An Ombudsman, by comparison, has unlimited jurisdiction, but no powers except persuasion. The Ombudsman has the wonderful opportunity of speaking with the parties directly, and persuading them to accept a decision, and then the wonderful opportunity to step aside, and let the parties announce the result. It’s a very powerful example of alternative dispute resolution – you remove the sword of Damacles element, and empower the parties to do what they might well have done anyway, given better circumstances. I found that fascinating. I had jurisdiction to deal with education, prisons, Inland Revenue, and health. That methodology of dealing with cases as a catalyst for the best possible result was very enjoyable.

Can you tell us about your appointment as Governor General and your time in the role?

I received an invitation from the Prime Minister asking if I would consider serving a term as Governor General. If you added up the time that I spent as an Ombudsman, judge and lawyer, I’d spent 20 years plus focused on what went wrong, who did it, who’s responsible, and what should the remedy be. In the GG role that was put aside, and I had the opportunity to spend five years seeing the country at its best. Everything that the GG does in the community aspect of the role, is always seeing people putting their best foot forward. My wife, Susan, played a significant role, and we had more than four hundred social events to go to per year. I also had ceremonial and constitutional roles. I undertook investiture of honours at the Queen’s birthday, and at New Years.

The royal prerogative of mercy in criminal cases went through on a regular basis. The appeals for clemency would come to me with the background work undertaken by Crown Law, and a decision would be made. There was also the daily diet of appointing people to positions, attendance at executive council, and of course the assent to legislation. I was also sent overseas by the Government to advance the non-political, non-trade interests of the Government in Canada, India, all of the Pacific territories, Australia, and Turkey. At the end of the five years, having enjoyed every minute of it, we were happy enough to finish, and to resume our ordinary lives. It was a great privilege because I have always been professionally and recreationally interested in the role of the Governor General, and it was a fascinating period.

To what extent did the knowledge you acquired in law school apply to your time as Ombudsman and Governor General?

Over time you lose the detail – what the Court of Appeal said in a particular case, what was the reason for an obiter dicta etc – but if you have studied well enough, and I venture to remember – in fact I am fairly certain – that I did NOT study well enough, you do remember the principles. The ability to research is very important, deriving the principle of an issue, finding where it was first expressed, where it was best expressed – those skills remain with you, and if they can become part of your toolkit then you are well placed. Retaining mentors is also important – I still have a couple of reliable people who when I am thinking seriously about an issue, I can ring to ask for advice.

What advice would you offer a law student today?

First of all, whatever it is that you are doing, you should seek to add value yourself. Whether it’s the writing of an opinion, or taking part in a moot, or answering an exam question, you should know enough material to answer the question, and you should add value based on your own opinions and experiences to take you a lot further. The second thing arises out of what we’ve discussed. My career looks now as though it was planned – it wasn’t. But I did have the good fortune of being able to change direction. My second piece of advice would be to not be afraid of changing direction, if you feel that that will advance your worldview or position.
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.
Amnesty International

**General Details:**

**Areas of expertise:** Human rights, advocacy.

**Locations:** Teams in locations all over the country.

**Contact:** Natasha Celebrin (Executive Assistant): applynow@amnesty.org.nz

**About the Organisation:**

Amnesty International is a global movement of individuals who protect human dignity and defend human rights. Originating in London, the New Zealand arm of the organization was founded in 1965. When faced with human rights violations, Amnesty searches out the facts, exposes what is happening, and works to put pressure on governments and others to stop the violations. Amnesty is a not-for-profit organization, funded primarily through donations. It is politically unaffiliated, and prides itself on its impartiality. Some notable work that Amnesty International has done includes:

- Making oral and written submissions on the Countering Foreign Fighters Legislation Bill
- Being part of the international push for the implementation of an Arms Trade Treaty
- Calling on the government to use its Security Council position on the United Nations to overcome inaction and injustice.

**Working at the Organisation:**

Work at Amnesty is diverse and challenging. Campaigns require effective research, planning and execution to be effective. There are plenty of opportunities to interact with other groups in human rights campaigns, including the Human Rights Commission, community and civil groups as well as international networks. In particular, contact with other organisations is an important component of research and advocacy roles.

While Amnesty’s New Zealand section does not provide any overseas opportunities directly, an internship puts recruits in prime position to further their careers overseas. Amnesty has a large international presence, and a history with the organisation is valuable around the world.

**Opportunities for Students:**

Amnesty offers internships in a variety of different roles, including activism support, campaigns and advocacy and research. Though each role is different, all interns do real and important Amnesty International work, and gain valuable work experience.

There are two intakes per year of around five months each, the first starting in February, and the second in July. Generally around ten interns are taken per intake, and internships are only available in Wellington and Auckland. There are no pre-requisites to intern, but having a background in areas relevant to Amnesty International is beneficial (particularly law and politics).

Depending on organisational requirements, Amnesty will occasionally employ volunteers to assist in its work. It also has its own Legal Network, which anyone with an interest in, or experience with law can join. The Legal Network provides Amnesty with legal expertise where necessary in the development of its campaigns and programmes.
General Details:

**Locations:** Over 85 around the country from the far north down to Invercargill, and from major metropolitan areas to small, rural communities.

**Staff:** Over 2,600 trained volunteers

**Contact:** If you’re interested in volunteering, the best thing to do is to visit your local CAB office, which can be found here: www.cab.org.nz/acabnearyou/Pages/home.aspx

About the Organisation:

Each Citizens Advice Bureau around the country is an incorporated not for profit organisation, operated by local community volunteers. Some bureaux have paid staff who support the management of the bureau.

The Citizens Advice Bureau is about promoting knowledge and understanding and providing people with the confidence and support that will enable them to influence the things that affect them. When helping individual clients the Bureau’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 aims of Citizens Advice Bureaux New Zealand (CABNZ) are to:

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

The Citizens Advice Bureau, 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. The Bureau’s responses to clients are driven by the client’s needs rather than statutory accountabilities, giving them an advantage in both uncovering the fundamental issues for at-risk clients, and in assisting them with these issues.

Opportunities for Students:

Citizens Advice Bureau New Zealand enlists the support of over 2,600 trained volunteers. The volunteers who deliver the service to clients are called Bureau Interviewers. This is because the primary way the Bureau works with clients is by asking them questions, and then actively listening to the answers, to find out what information, support and advice they require.

Bureau Interviewers go through stages of learning and development over a period of several months before becoming accredited to work with clients individually. In the first stages a trainee Bureau Interviewer observes in the bureau while undertaking formal introductory learning about what’s involved in being an Interviewer. Then the trainee can move on to being a ‘probationary Interviewer’ where they continue their learning – but they can also help with clients. Once a probationary Interviewer is comfortable with what they’re doing, and their Bureau management are satisfied they are competent and skilled at Interviewing, they can become an Accredited Bureau Interviewer.

Most Bureau roster their Interviewers on duty weekly or fortnightly, for a two or three-hour shift. 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.
General Details:
Locations: 24 Community Law Centres across New Zealand that also provide outreach services to suburbs and smaller towns. 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/ or visit the Vacancies page: www.communitylaw.org.nz/community-law-aotearoa/jobs-in-community-law/

About the Organisation:
The 24 Community Law Centres across Aotearoa are independently run as either charitable trusts or incorporated not-for-profit organisations. Each centre has a management committee that plan, govern and promote its centre. Most Community Law Centres operate with a lot of help from volunteers such as law students and practising lawyers. With the help of 1200 volunteer lawyers and students, Community Law provides a professional legal advice and assistance service to 250,000 people a year who cannot afford a lawyer.

The Auckland Community Law Centre, for example, provides 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 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 they have 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.

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:
  • Community legal education.
  • Policy work.
  • Media and communications.
  • Administration and office support.
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
  • 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.
Vernon Tava
Solicitor, Auckland Community Law Centre

Vernon Tava is an elected member of the Waitemata Local Board, who also works in the Auckland Community Law Centre. Vernon holds an LLB and LLM from the University of Auckland.

What is your role?
I work as a solicitor at the Auckland Community Law Centre, which is on Anzac Avenue, very near Auckland Law School. It was formerly known as the Grey Lynn Neighbourhood Law Office, which was established in 1977. Back then, Grey Lynn was a tough, inner-city suburb, and was identified as a place where community legal services were needed. By the time the office moved, last year, it was apparent that Grey Lynn was a very different place, and it made more sense to move the centre into town.

What is a Community Law Centre?
A Community Law Centre is set up to provide legal services, advice, and information to people who cannot normally afford it. As legal aid is restricted to crimes where there is a possible sentence of six months or more, it’s really hard to get, and there’s a lot of stuff, which falls under that threshold, where convictions can have serious, life-long consequences. Community Law Centres are there to help the people that aren’t covered by the legal aid system. It turns out that’s a lot of people.

There are four main areas to our work: representation, assistance, advice, and information. Information is the basic Citizens Advice Bureau function – read this pamphlet, check this website etc. Advice is where we go a bit further and make particular recommendations. Assistance involves finding an authority to act for someone on a matter. Representation is the full legal service, standing up in court, sending letters on a client’s behalf etc.

We consider going to litigation as a last-ditch option, and at that point we refer the client onto a specialist. In that way we are the GPs of the law. We focus on alternative dispute resolution, and getting people to mediations. We encourage the use of the tribunals, and a lot of people aren’t aware of these basic remedies. For the people we’re dealing with, who don’t have the money or the inclination, we try to avoid going to court.

You’re also involved in politics, how has your law degree helped with that side of your working life?
I’m an elected member of the Waitemata Local Board, which covers the central city area. I’ve found my legal training to be invaluable in terms of understanding legal matters – a lot of what we deal with relates to property law, and of course resource management. We are consulted on bylaws and regulations, and the analytical skills that a law degree provides have been extremely useful.

How do you balance your two jobs?
I work Tuesdays, Wednesdays and Thursdays on the council, and Mondays and Fridays at the CLC. I would normally work 60-80 hours a week, but I’m doing so with genuine interest in my work. If you can find a job in the law that you love then your work/life balance will work itself out. I think it’s important to carve out time to relax and enjoy yourself – if the Prime Minister can take a holiday, then so can you!

Why would you recommend working at Community Law to a student?
I would strongly recommend Community Law as a legal job for graduates, because you cover everything. I’ve worked on employment, family, consumer, and criminal law cases. At a large firm it might be quite a while until you get your own hands on a file, or get to conduct an interview, or whatever. I was making District Court appearances within a month of starting work. The CLC is administered by a trust that is funded primarily by a Ministry of Justice grant, and private donations.

What did you want to do with your law degree when you started? When you first thought about being a lawyer, was it really to guide large companies through their transactions? Or was it to help people access justice? That was always why I went to law school, and at CLC I get to help people that are in bad situations – maybe they’re being ripped off by a financial agreement, maybe they have family issues or minor criminal charges – and CLC can make a real difference for them.

Do outside lawyers have much to do with Community Law Centres?
Some law firms provide staff to our Centre. Bell Gully is particularly generous with their junior solicitors, who will come along and do evening clinics with the Community Law Centre. There are certainly other lawyers in our network who support us.
About the Organisation:

The Salvation Army is an International Christian and social services organisation that has worked in New Zealand for over 130 years. The Army provides a wide range of practical social, community and faith-based services, particularly for those who are suffering, facing injustice, or have been forgotten and marginalised by mainstream society.

The Salvation Army is not a provider of legal services to communities. Many of its services, however, have strong connections to various legal sectors. For example, their Courts and Prisons service works with people going through the Courts processes. Many of those using the services offered by the Salvation Army have current cases before a Court, or have had past experiences with various parts of the justice sector.

In 2012, the Otara Community Law Centre established a satellite office at The Salvation Army’s South Auckland Community Ministry centre in Manukau. The Otara Centre now has a solicitor working office hours alongside The Salvation Army staff and social services.

In 2014, The Salvation Army’s Social Policy and Parliamentary Unit developed a discussion paper to explore whether The Army in New Zealand could establish a law firm and other legal services as per the Salvos Legal model in Australia. Salvos Legal is a commercial and property law firm, whose profits fund its sister firm – Salvos Legal Humanitarian – a full service free law firm that provides for the disadvantaged. Both firms are fully owned by the Salvation Army.

Working at the Organisation:

A student’s legal skills and education would be well suited to working in the Social Policy and Parliamentary Unit. This unit works towards the eradication of poverty by encouraging policies and practices that strengthen the social framework of New Zealand. They provide solid social research and robust policy analysis and engage with national opinion makers in politics, government, business, media and education. A recent piece of work completed by the unit was a report entitled This Is Home – a 2014 update on the state of Pasifika people in New Zealand focusing on children and youth, crime and punishment, work and incomes, social hazards, and housing.

Many of the employment or volunteering opportunities often require a passion for Christian-relevant social justice and a real desire and courage to help out. Nearly everything that The Salvation Army does involves direct contact with communities. This is what makes the work unique and refreshing.

Opportunities for Students:

The Social Policy and Parliamentary Unit has an internship programme running for current or completing University students located in Manukau. Law students would be well suited and are welcome to apply to be the 2016 intern (February – November 2016).

The Salvation Army also offers other key employment and volunteering positions that students are welcome to apply for. These jobs are not directly legal positions, but these opportunities might broaden your experience, and provide a different perspective on families, communities, and the law. If you are interested in volunteering, you should contact your nearest Community Ministry.
Courts and Alternative Dispute Resolution

Becoming part of the judiciary is seen as an incredible achievement by 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 judge’s clerks. Judge’s 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.

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.
Justice Susan Thomas
Auckland High Court

Justice Susan Thomas is a judge in the High Court, having previously sat in the District Court. She holds an LLB from the University of Auckland.

Prior to your appointment to the judiciary, how had your legal career developed?

I practised in New Zealand for only one year out of law school before I moved to London. I began working at a firm in the centre of the city, where I, a young female from ‘the colonies’, was something of a novelty at the time. I wore trousers into the office on one particularly cold London morning, and a Partners’ Meeting was called to discuss my outrageous outfit! After a few years, I became in-house counsel for Marks and Spencer plc. At the time, they were the largest retailer in Europe, expanding into Canada, USA and Asia, and the work was exciting. Despite this, I stayed for just one year, because working as in-house counsel felt to me like having one client only, and I found it somewhat limiting. I was very fortunate in that, just as I was starting to think about a change, the phone rang and it was my old firm in London offering me a partnership.

I was recruited by Minter Ellison Rudd Watts while I was still in London, and I worked as a commercial partner in their Wellington office for just short of ten years. I really enjoyed that time, but I was ready for a new challenge by the end of it.

You were appointed to the District Court in 2005 – how has working as a judge differed from being a lawyer?

It had never occurred to me that I might want to become a judge, but I had really enjoyed criminal law while I was at university, and during my first year out of law school I had been lucky enough to gain some advocacy experience with the firm where I was employed. I had always been keen to get back to some involvement with the criminal law, and being a judge in the District Court, where most of the work is criminal in nature, turned out to be the perfect avenue for that.

I had spent the vast majority of my legal career in commercial firms, so it was a huge learning curve initially. Becoming a judge is an opportunity, at a later stage in your legal career, to transition into working in different areas of the law – and that is an opportunity most practitioners do not have. It can be somewhat intimidating to undertake that fresh challenge, and it requires some bravery to do so. The work in the criminal jurisdiction at the District Court was completely different from my work in practice. Although I was a civil designated judge and therefore also worked in that jurisdiction, civil cases comprise a relatively small percentage of the District Court workload. Some of the criminal cases can be gruelling and very sad. One thing a judge needs to be able to do is switch off after work. The District Court judiciary is a very collegial group and it helps to unload to other judges who have dealt with similar issues. Some of the more gruesome fact situations do not make for great discussion topics with your family in the evening, so judges often compare their cases over lunch!

What did you find rewarding about working as a judge in the District Court?

As a District Court judge, I found it extremely rewarding to be able to speak directly to defendants, and, where possible, to focus on rehabilitation for those who are convicted, as that is in everyone’s long term interests. It is all very well to send someone to prison, but if they are going to come out worse than they went in, it just does not fix the problem. I found satisfaction in the ability to structure sentences in a rehabilitative manner where possible while working at the District Court. In the High Court, the criminal cases we deal with are at the more serious end of the spectrum and most of the time involve a sentence of imprisonment.

How did you go about establishing the Special Circumstances Court in Wellington? Why did you think it was important to do so, and how successful has it been?

It is incredibly sad in the District Court to see people who are given a community sentence, but breach the terms of that sentence time and time again, until eventually they are given a prison sentence. Often they come out of prison, and six months later they are back in court. Much of that is to do with a complete lack of stability – particularly in terms of accommodation. The Special Circumstances Court was predominantly set up to deal with homeless people – and that is homelessness in the wider sense, often including young people who are couch-surfing, and kids who have run away from their parents. Fulfilling a community based sentence requires a certain amount of structure in an offender’s life, because for them to know when they are due at a certain place, and how they are going to get there requires some stability. It is quite humbling, working in this area of the law, to realise the challenges that some people face day-by-day.

The Special Circumstances Court is an example of therapeutic jurisprudence, and looks to serve a greater rehabilitative purpose by building a relationship between the judge and the offender. The Court would sit once every month, and all of the offenders had to come to court to see me to tell me about what they were doing, how they were progressing with the goals and tasks which were set at the last appearance, and to meet with the social agencies that were needed. These agencies included WINZ, social housing services, alcohol and drugs counsellors, and forensic psychological services. The Court’s priority was accommodation, and this
was often very challenging, because many of these offenders were used to living on the streets, and found it difficult to adapt and leave their social circle and way of life. It was a forum to bring everyone together in one place and it was very rewarding to see it have some positive impact on offenders. Even having someone turn up to the Court once a month reflected a real change in his or her behaviour. It was certainly not a soft option for them and in fact kept them in the system much longer than would normally be the case. Sometimes these offenders would stop offending altogether – or at least, if they did reoffend, it would be much less serious, such as shoplifting rather than an aggravated robbery – not that I am condoning shoplifting at all! There are a number of these courts now – the Auckland Drug and Alcohol Court does amazing work. My Court was loosely based on the New Beginnings Court in Auckland, but, as there were no additional resources available at the time the Special Circumstances Court was set up, I sat effectively in my own time and I was particularly dependent on the goodwill of one highly committed duty lawyer, the generosity of the Salvation Army, which provided a court coordinator, and other agencies who volunteered their time.

**What are the major differences between sitting as a judge in the District Court and in the High Court?**

The division of work type in the High Court is very different from that of the District Court. As a District Court judge about 80% of my work was in the criminal jurisdiction and 20% in the civil. In the High Court that split is around 25%/75%. The criminal work itself is much more serious as well – murders, manslaughters, and particularly serious drug or high profile prosecutions. In comparison to the civil work in the District Court, the stakes in the High Court civil cases are much higher. I deal with complex commercial disputes, judicial reviews, and appeals from the District Court. I find the work extremely challenging, variable and exciting.

The vast majority of the criminal trials in the High Court are jury trials, where my function is very different from civil cases, because it is the jury making the decision, as opposed to the judge.

As a lawyer you are focused on your client, and you present your case in a manner that will best represent your client’s interests. As the judge you have a responsibility to all parties, so you have to establish the facts based on the evidence, and make the right decision in accordance with the law. The work can be very hard, and very stressful, but it is genuinely rewarding.

**What advice would you offer to an undergraduate law student today?**

I would say to any law graduate that you have a good degree, which teaches you how to think, and creates many opportunities. Graduates need to understand that there is a vast array of opportunities out there, and your prospects extend far beyond the big commercial law firms. There are excellent jobs in the provinces and in business or government for law graduates. Students in New Zealand should be aware that there are a number of different pathways they can follow with their law degrees. Over my career I have been lucky enough to have several chances to take up fresh challenges. I would certainly recommend keeping an open mind and being alive to different opportunities at all stages of your career.
Honours students with excellent grades in the final year of their undergraduate degrees are invited to apply for positions as judges’ clerks in the Supreme Court, the Court of Appeal, and the High Court in early March of each year. Judges’ clerks undertake legal research at the direction of the judge or judges to whom the clerk is allocated. Clerks write legal opinions and collate authorities on particular points. They 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.

The present starting salary of judges’ clerks on appointment at all levels is $43,826 pa with opportunity to progress in six-monthly increments to $56,303 pa. Applicants are invited to submit a curriculum vitae, a record of grades achieved in their University courses of study, and the names of two referees (at least one of which should be an academic lawyer) who may be contacted in relation to suitability for appointment. This material should be accompanied by a short covering letter saying why the applicant would like the position.

In selecting suitable persons the Judges will be looking for the following attributes:

- 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.
- The ability to grasp unfamiliar concepts and undertake multi-tasking.
- Lateral and divergent thinking ability.
- Ability to work co-operatively with colleagues and court staff in formal and informal situations.
- Ability and commitment consistently to produce quality work.
- Regard for human rights and dignity including gender, ethnic and cultural equity.

Anna Devathasan – Former Judge’s Clerk

For whom do you work, and in which court?
Justice Randerson at the Court of Appeal.

What is your role as a judge’s clerk?
Research, attending court, writing preliminary memos for cases, assisting on discrete research points, and proofreading judgments.

How did you apply for the role?
I saw an ad on the law school corkboard and thought I’d give it a whirl!

Do you have any advice for students wishing to apply?
Judge’s clerking is one of the best things you can do out of law school. You are working with exceptional people (both the judges and your colleagues) who respect what you have to say from day one, and you get an unparalleled insight into the inner workings of a court.

What has been one challenge that you’ve faced?
Knowing the New Zealand Law Style Guide inside out and upside down!

What do you find most interesting about the position?
The variety of the work. You can switch from criminal work to civil work on a daily basis and be working on the most obscure point of procedural law to the most high profile cases. You get such great exposure to the full expanse of the law, which helps a lot if you’re not sure what you want to specialise in when you leave law school.
Geoff Sharp is a commercial mediator working primarily in New Zealand, the Asia-Pacific region and the Middle East. He has received numerous awards during his career, and is recognised as one of the world’s best mediators. Geoff holds an LLB from Victoria University of Wellington.

How did you begin your career in mediation?
I began my mediation practice after a lengthy litigation career in both Australia (Mallesons) and New Zealand (Bell Gully). It was in the mid-1990s when mediation first came onto the radar of the global legal profession and typically, jurisdictions in the USA (especially California) were early adopters. After some early formal training from American practitioners and a lot of reading I was convinced that mediation was here to stay and could form an integral part of the dispute resolution landscape in New Zealand. I left Bell Gully as a litigation partner in the late 90s and set up my mediation practice at the Wellington Bar – much of my early time at the Bar was spent educating the profession about mediation and how it could be used to resolve civil disputes before or after proceedings had been issued. It took about 5 years before mediation became mainstream and after that, thanks to the support of the Judiciary, the Law Society and many others, mediation began to be considered an option in most major pieces of civil litigation.

How does mediation compare to litigation? Which do you prefer?
Mediation is essentially a confidential/without prejudice process that usually involves the parties meeting face-to-face and, with the assistance of a third-party neutral (the mediator), discussing the issues between them and formulating options for resolution – then coming to agreement. The mediator is there to assist with discussion and move the parties to consensus but importantly the mediator has no adjudicative function. Most readers will know that mediation is completely different to litigation – and that of course is its appeal. While much of our mediation in New Zealand is against the backdrop of a legal claim – where litigation is paused while the parties meet at mediation without prejudice and in a confidential environment – the mediation process is tremendously adaptable and this need not be the case. Many disputes that I mediate are not “legal disputes” as lawyers understand it and are certainly not before the courts. For instance, I often see joint-venture partners with particular issues that are inhibiting the work of the joint enterprise however none of these, on their own, would be capable of court determination.

What are some highlights from your career in mediation?
I was very lucky to be at the right stage of my career when mediation first came to New Zealand – it was exciting (to say nothing of the risk with a young family) to leave an established litigation practice and embark on a new venture without any guarantee that mediation was anything more than “a fad”, which some people strongly believed at the time. 15/20 years later mediation plays an important part in our justice system – it has proven itself in many areas including employment, tenancy, and many other specialist jurisdictions as well as providing civil litigants an important alternative (but at the same time complementary) process to litigation.

My personal highlights have included mediating internationally, both in Asia and the Middle East where mediations involve diverse cultures and are very different from domestic mediation. Recent highlights include being named as one of the top 10 international commercial mediators by Who’s Who Legal in both 2013 and 2014 and being invited to join Brick Court Chambers in London as a door tenant to work with a group of the brightest and best mediators in Europe.

How has membership and accreditation from various ADR organisations assisted in your career?
Strong professional organisations like AMINZ and LEADR play a particularly important role in an emerging field like mediation and provide education, training and standard setting. For someone looking to get into the field, these organisations are very good places to start as they both run training courses and provide a very good network of mediation practitioners.

What advice would you give to a student interested in mediation?
For students interested to know more about mediation there is a lot of quality information online (start with www.mediate.com). Some universities also provide an introduction to mediation along with other ADR processes. Over the last couple of years both Auckland University and Victoria University have sent teams to the ICC international mediation competition in Paris. 66 teams from universities all around the world converge in Paris each February to participate along with more than 120 professionals as faculty judges and mediators. The competition is universally recognised for its important contribution to nurturing best practices in cross-border business mediation. The ICC International Commercial Mediation Competition is the only most devoted exclusively to international commercial mediation and is the biggest educational event of its kind.
LEADR & IAMA

General Details:
Locations: Sydney, Wellington
Areas of expertise: All forms of Alternative Dispute Resolution, including mediation, arbitration, adjudication, conciliation and restorative justice
Members: 4000+ current members (internationally)
Website: www.leadriama.org

About the Organisation:
The integration of LEADR in New Zealand and IAMA (Institute of Arbitrators and Mediators Australia) created LEADR & IAMA, the largest dispute resolution membership organisation in the Southern Hemisphere. The international links possessed by the organisation provide members access to the best practice models of ADR, and to work and educational opportunities.

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

The Organisation’s Work:
LEADR & IAMA offer a variety of different services, including:
• Mediation training and accreditation
• CPD opportunities for dispute resolution practitioners including networking events and presentations, webinars and other workshops.
• Member services such as online resources, regular news updates, conferences, discounted professional indemnity and public liability insurance and complaints handling
• Representing member’s views and promoting use of ADR.

Opportunities for Students:
LEADR & IAMA 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. It also welcomes students to participate 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 LEADR & IAMA 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. A sound understanding of the process allows you to advise and represent parties more effectively.
Arbitrators’ and Mediators’ Institute of New Zealand (AMINZ)

General Details:
Location: Wellington
Areas of expertise: all forms of Alternative 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 ADR 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
• Provide up-to-date information for members on ADR developments.

AMINZ provides a variety of services to the ADR community. It hosts an annual conference, featuring seminars and social gatherings of notable ADR 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 Panel
• EQC Mediation Panel
• Family Mediation Panel
• National Panel of Conciliators
• 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 ADR 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 ADR. Additionally, it provides access to the Institute’s intellectual resources.
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 and corporate advisory.
CLANZ is the section of New Zealand Law Society devoted to meeting the needs of in-house lawyers. We talked to Helen Mackay from CLANZ about being an in-house lawyer, and what CLANZ can do for in-house lawyers.

What does an in-house lawyer do? How is this different from the work of a lawyer in a firm?

An in-house lawyer provides legal advice to their employer. More than 2,600 lawyers (or one-fifth of New Zealand’s profession) practise in-house. They are employed by public and private companies, government and other entities to provide in-house legal advice and other legal services. 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 large teams of 30-40 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 the interests of any one individual in it. Some in-house lawyers also have additionally responsibility for governance, risk management, public affairs, privacy, company secretarial and other key organisational functions.

Are there any graduate positions as in-house lawyers? If not, how does one 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, Government Legal Network (GLN) have set up a summer clerk programme and graduate programme for new and aspiring government lawyers as they work to build capability across government legal teams. Some organisations have larger legal teams that can provide the supervision and training that new lawyers need. In the private sector, larger companies are increasingly offering graduate opportunities too.

What is CLANZ and what does it do?

CLANZ 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 and provides leadership, support and relevant benefits to its members. CLANZ has approximately 2,650 members who are New Zealand lawyers working in corporate, government and other organisations in New Zealand, rather than in private practice. Check out the CLANZ website at www.clanzonline.org

CLANZ seeks to:

• serve the needs of in-house lawyers by providing members with the resources and the networks that are needed to better serve their organisations
• promote the value of in-house lawyers and demonstrate their multi-faceted roles
• promote the objectives of, and operate as, a section of the New Zealand Law Society
• provide leadership to those providing in-house legal services
• provide and encourage professional networking opportunities
• act as the voice and public face of in-house lawyers
• identify and develop professional development opportunities
• offer up-to-date information on national and international trends in the provision of in-house legal service

What does a student need before pursuing a career as an in-house lawyer?

To practise as an in-house lawyer you need a practising certificate. If you undertake “reserved work” (as defined in s6 of the Act) for your employer or if you are to describe yourself as a lawyer, solicitor, counsel (e.g. legal counsel or in-house counsel) or any of the other terms set out in s21(1) of the Act, you must hold a practising certificate to do so. If you hold a practising certificate, you will be regulated by the NZLS in terms of the Act.
What are the differences between working at a law firm and working as an in-house counsel for the Rugby Union?

The main differences are the following:

- Moving from being a specialist to a general practitioner. There are many areas of the law that are necessary to get up to speed with to work at the NZRU that aren’t encountered in major corporate law firms.

- The need to understand all of the various factors that impact on the advice given as opposed to giving advice on specific issues from a purely legal perspective. External lawyers need to give practical commercial advice but their primary focus will invariably be on the legal issues and the legal rights and obligations that are applicable to certain situations. That is not always the case in house.

- Staying current across a range of areas of practice.

- The need to think strategically and consider all the implications of the advice given for a vast range of stakeholders.

Why did the New Zealand Rugby Union appeal to you?

Sports law was the most interesting part of my practice in private practice and there are no other full time legal roles in sports law in New Zealand. The complexity of the business is unique from a legal perspective. Almost every area of practice is a regular part of the day-to-day role of the legal team.

How many lawyers does the New Zealand Rugby Union employ?

There are five lawyers at the NZRU, with three in the legal team and two in Player Services. The NZRU is the only sports organisation that employs lawyers on a full time basis, although the Players Association have a full time lawyer who also fulfils other roles.

What are the main areas of law that your role deals with?

Employment, commercial, intellectual property, contract (everything from regulatory, judicial, sponsorship, event management, participation agreements etc), constitutional, administrative, health and safety, AA, media rights and so on!

What intellectual property work does your role involve?

The All Blacks trademarks are the most valuable intellectual property that we own, and they are registered in many countries around the world, but predominantly in the countries where the All Blacks play, and the primary counterfeiting countries. It is a challenge to protect the intellectual property in New Zealand, as most of the people who seek to associate with the All Blacks brand without any authorisation start by saying they were simply being proud supporters!

Do you have any part to play in preventing doping in the sport?

The New Zealand Rugby Union is a signatory to the Sports Anti Doping Rules, which comply with the WADA Code. Drug Free Sport NZ tests all of our professional athletes from time to time both in and out of competition. We are also working with the players and the whole rugby industry to implement best practice procedures around the handling of supplements and prescription medication. We’ve been fortunate to have very few issues or breaches in this area.

What sort of contracts are you responsible for negotiating?

We have well over a hundred contracts in force at any one time covering every area of business. These contracts include agreements with the provincial unions regarding hosting test matches, participating in national competitions, and funding arrangements, with the Super Rugby Licensees, with the IRB regarding participation in their competitions, with stadia for test matches, and with broadcasters, sponsors, players, coaches and referees.

What is one challenge that you have faced working at the NZRU?

Ensuring that the capability and level of service delivery of the legal team is timely, commercial and professional across as many areas as possible.

What advice would you offer a student interested in combining a passion for sport with their law degree?

I believe that doing some voluntary work for sporting bodies is a good way to get to understand how sport works from the community level upwards. There wouldn’t be a sports body in New Zealand that wouldn’t benefit from quality legal input in some areas of operation.
Did you have experience working in a law firm before you began your role as in-house counsel?

Yes. About 3 years at Cuningham Taylor in Christchurch. Being a smaller firm I had excellent opportunities to experience a wide range of work, including running my own (basic) litigation matters.

How does your role differ from that of a lawyer in a commercial firm?

Being in an in-house role you have to become much more deeply involved in the commercial aspects and context of the legal issues you work with. Developing an understanding of the relevant industry is important. There is more freedom to consider legal issues from varying perspectives including foreign law implications and in appropriate cases, go with your instincts. There are no time recording sheets!

What is it about working as a lawyer at Air New Zealand, rather than for a firm, that appeals to you?

I consider myself fortunate to have a role in a business that is recognised globally as innovative and successful as well as being of strategic significance to New Zealand. The nature of the international airline industry presents almost infinite variety and interesting challenges on an almost daily basis. The exposure to other legal jurisdictions adds to the interest for me as a lawyer.

What is some notable work you have undertaken recently?

The well-publicised world-wide allegations by regulators and class action lawyers, of illegal fuel surcharge fixing in air cargo have been running for an incredible 9 years and are still not all resolved. It is the largest, internationally co-ordinated investigation by competition law regulators and the fines and damages to date are in the order of $2 billion for the airline industry. This has required familiarisation with the law in many jurisdictions and an understanding of that aspect of the industry. Fortunately the outcomes for Air New Zealand so far have been generally positive.

What is one challenge that you have faced in your legal career?

There have been many, but challenges are good – they keep you awake and focussed. In the in-house part of the profession a “slow-burning” challenge is progressing your career as a manager as well as keeping up with being a lawyer. Having to let go of much of what you have spent years developing as you transition into progressively more “commercial” situations requires conscious effort. Similar, is the need to be clear in your own mind when dealing with business colleagues, whether the advice you are giving is legal advice, commercial advice or (as is often the case) simply common sense!

What is one particularly memorable experience you have had in your legal career?

There have been many deals, victories and disappointments but when I reflect on law as a career, the “memorable” important ones involve matters of crucial personal importance to people. It happens less in the commercial world than in private practice but to me some of the most satisfying applications of what I have learned as a lawyer are those when I have been able to substantially assist people deal with personal legal issues that affect their lives dramatically. Commercial matters are usually soon forgotten but when you have helped change someone’s life for the better or provided a solution to a legal nightmare it’s a great reminder of why law and lawyers (other than class action plaintiffs lawyers!) are an essential part of society.
How did you get to where you are now?

I came out of university at around the time when recruitment started getting tougher in the legal profession after the share market crash. There was more supply than demand and I didn’t have stellar grades so I wasn’t able to get a law clerk role at a firm. Instead, I put myself through the professional studies course and managed to get a job as a legal officer in the NZX. That was a great opportunity to learn about company and securities law and capital markets regulation, but after three and a half years I realised I needed more direct and broader commercial law experience. We did a lot of work with the major firms, and when a position became available at Bell Gully I took it. After eight years there I decided it was time for another change. I had a young family and wasn’t seeing much of them with the constant long hours and weekend work that comes with private practice in a large firm – so I moved to Fletcher Building in 2002, and have been here ever since.

Was there a culture shock when you moved from Bell Gully?

A bit, not so much as when I moved to the firm though. In a big law firm, you always have to be right, and the standard is one of excellence all the time every time. As well as that, you have (to an extent) unlimited resources in a firm. By comparison, when you move into an in-house function you’re a cost centre, you aren’t the core part of the business. You have to use a lot more judgment about where you allocate your resources – you aren’t able to do everything. You’re brought into potential issues earlier than outside lawyers, as you’re ‘free’. You also have to do a lot more advocating within the company, particularly encouraging managers that it’s worth doing something about a certain issue, when their preference is not to. In my role now, there’s a big focus on governance as well as advice – working with the board and the executive very closely.

What attracts you to work in-house?

Within Fletcher Building in particular you can get very interesting, broad ranging and challenging work and you’re a lot closer to your client and business. Incentives are different - you’re rewarded for meaningful changes you’ve helped with instead of the hours you’ve committed to the organisation. Generally speaking you can have a more balanced lifestyle. Aside from one or two times a year maybe you can largely be sure that if you have a weekend planned then it won’t be ruined by an urgent client request on a Friday afternoon for example. I also enjoy being so close to the business and the people in it and getting a deep understanding of what they do and the legal issues they face.

What is some notable work you have undertaken recently?

In the period to 2011 there were a number of merger and acquisitions that I was running for Fletcher Building, including a public company takeover in Australia. These were challenging from a technical legal perspective and demanding as well, but professionally they were also really rewarding when you look back on the things that were done to make them work. We also set up a global employee share ownership plan which was very rewarding in the sense that we had created a scheme that allowed almost 20,000 shareholders to get a stake in the company.

The notable recent work hasn’t been so much technical legal work as much as leadership and management of the legal function. In the last 18 months I have restructured the legal function and created a centrally lead team in Auckland, Sydney and Cincinnati which supports our businesses around the world. This has been very well supported by the business as we have been able to attract very high calibre people to the team. The other thing that I have done is refreshed some of our structures and processes to align with the change in the company’s strategy, and focusing more on our corporate governance in light of upcoming regulatory changes. In a strict legal sense two major projects that I have overseen in the last year have been the complex sale of our steel manufacturing business to Blucscope and successfully dealing with a Commerce Commission inquiry into our plasterboard business.

What potential do you see for in-house lawyers to advance into more general roles within a business?

At Fletcher at the moment it’s fairly limited - although we have had a divisional CE in the past who was previously a company lawyer and is now the CEO of a large New Zealand listed company. I have seen it happen in other companies though. I think if you asked me the same question in five years’ time in-house lawyers will have more potential for taking on managerial roles.

Do you think the perception and role of in-house legal teams has changed?

In the past, in-house legal was seen as a place you went when you couldn’t make it in general practice, or where you went for semi-retirement. I think now it is seen as a very legitimate career path. Many of the in-house lawyers I know are incredibly talented and capable, easily on par with their counterparts in firms. Certainly I feel we have built a very high functioning team within Fletcher Building.

What advice would you give to a student considering working in-house?

Keep your study fairly broadly based; try to do a variety of different commercially focused papers if possible. Try to get in house experience if possible – it is quite different from work in a firm and it’s important to adjust to it. If you’re in a firm, try to get a secondment. It is a different way of working, and the best way to decide whether it is for you or not is to try it.

Charles Bolt
General Counsel, Fletcher Building
About the Firm:
Deloitte is the largest professional services network in the world by revenue and number of professionals. It provides audit, tax, consulting, enterprise risk and financial advisory services with more than 200,000 professionals in over 150 countries.

Working at the Firm:
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.

People and culture make Deloitte a great place to work. Each person is unique and valued for that, among the best and brightest in the business, and takes pride in his or her achievements and the success of others. The culture is about inclusion, collaboration, high performance, and opportunity.

Deloitte is a truly international organisation, with thousands of people at every level of the firm working internationally at any one time. People have moved country for extended periods of time to support a specific client or assignment. Others are overseas to capitalize on opportunities in or transfer skills to emerging markets. Many people are working virtually on cross-border or global teams. Others, simply wanted to work in another culture, found an opportunity on the internal mobility site, applied, and have moved to their country of choice. Regardless of the reason, Deloitte provides countless opportunities to travel.

The firm has a significant pro bono element, through its Humanitarian Innovation program. In this, the professionals of Deloitte member firms and humanitarian organizations co-create and implement solutions to the sector’s most pressing challenges. 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.

While law students are capable of working in any area of the firm, they are particularly suited to roles in consulting. Consulting does not involve one recommended degree; it is about having the ability to work in a particular mind-set to solve business problems. A law degree is one of the best programmes to adequately condition your brain to tackle a job where you are solving complex business problems. The research, analytical and detail orientated nature of the legal education provides those malleable and transferable skills that most occupations require. Furthermore, Deloitte is ranked as the world’s number one consulting practice (Kennedy, Gartner and IDC 2014), making it a top-tier employer for prospective consultants.

Opportunities for Students:
Deloitte offers an internship programme for students in 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 the Deloitte’s many teams, including audit, tax and consultancy.

The firm also employs graduate students.
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 175,000 people in more than 150 countries. This cross-cultural strength brings together diverse perspectives. It helps create solutions that EY’s high-performing teams use to deliver exceptional client service worldwide.

As a global firm, 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 Firm:

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.

The firm uses industry research to benchmark their salaries 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 optimisation 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 professional who can provide mentoring and guidance.

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

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**General Details:**

- **Locations:** Auckland, Wellington, Christchurch
- **Contact details:** gradhelp@nz.ey.com
About the Firm:

KPMG is an international professional service firm working in audit, tax and advisory.

KPMG Global is a partner to many of the world’s most high-profile and successful organisations. Its combined audit share covers:

- 25 percent of the world’s largest banks
- 26 percent of the global retail sector
- 32 percent of the world’s software companies.

Locally, the firm’s clients include more than 30 percent of the Top 200 companies and banks in New Zealand. On the non-audit side, KPMG help organisations tackle major challenges like cross-border mergers and acquisitions, and organisational and infrastructure change. It also works with a wide range of middle market and smaller businesses; as well as private individuals, governments and public bodies.

Working at the Firm:

The firm’s culture is about keeping it real. Employees of KPMG like to cut through the complexity, think creatively, and deliver outstanding results.

KPMG offers amazing career mobility. In New Zealand the firm has approximately 900 professionals and 72 partners working across six cities. There are also significant opportunities to work overseas, with offices in over 150 countries and over 145,000 outstanding professionals, you’ll literally have the world at your feet.

Those keen on an OE needn’t take time out from their career. International assignments are either short-term (three months to one year) or long term (one to five years) and offer a unique insight into different cultures, ways of working and client environments.

Opportunities for Students:

KPMG offers a summer internship programme for students in their penultimate year. Interns have contact with clients, work on transactions and generally experience life in a fast-paced professional service firm. Details on how to apply can be found at www.kpmg.com/NZ/EN/CAREERS/GRADUATES-SUMMER-INTERNS/Pages/default.aspx.

The firm also employs graduate students.
About the Firm:

PwC is a global firm specialising in tax, audit, corporate finance, digital and more. Its partners and staff are dedicated to solving a range of complex problems businesses face in today’s changing marketplace. Through its truly integrated global network PwC can offer excellent opportunities to its sought after graduates.

Working at the Firm:

PwC works with a large spectrum of clients – from individuals with their own small business through to some of the largest listed companies in NZ, as well as plenty of international businesses with operations in New Zealand. There are also numerous opportunities to help the wider community while at the firm. PwC participates in many fundraising events, including the CureKids Great Adventure Race and work with the Auckland City Mission. To further promote activity in the community, everyone is allowed one day’s volunteer leave a year. Many teams will generally take theirs together, to go make a difference outside of the office. Also, every week there is a ‘casual’ Friday where people bring a gold coin donation for that week’s chosen charity. The charity changes each week, and employees can suggest ones that are important to them.

A career at PwC can lead in numerous directions. Secondments are available to other PwC offices around the world, or in domestic and overseas companies. Even changing teams within the firm provides a new opportunity to learn and diversify. Many PwC alumni hold senior roles in a number of local and international organisations.

Law graduates are in demand; especially in Tax where their skills are invaluable and they can establish and grow their career. Strong analytical and writing skills, picked up through law school, are vital to the day to day work done at PwC. In addition, a growing specialisation within Tax works with clients engaged in discussions or disputes with the Inland Revenue Department, assisting them in reaching agreements all parties are happy with.

Opportunities for Students:

PwC offers an internship programme to students generally in their penultimate year of study. Interns are able to do range of work, from preparing reports, reviewing client info and updating actual workbooks, to doing hands-on research to help solve complex problems. Interns also have the opportunity to get involved in work which is sent directly to the client or Inland Revenue, such as preparing reminder advice or writing up voluntary disclosure reports. Most of the work done as an intern contributes directly to the end result, creating a rewarding internship experience.

PwC’s open plan office layout provides interns with plenty of exposure to senior employees, and they are encouraged to ask for help whenever they need it. Additionally, interns are assigned an older buddy, to ensure they quickly settle into the team. There are also plenty of social opportunities available across the internship, including team functions, social sports and a Christmas decorating competition.

There are typically around 80 interns each year nationwide. Additionally, there are limited graduate roles available as well.