
The New Zealand Law Students' Careers Guide



2018

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Letter from the Editors

Hello Prospective Employees,

Our names are James Dalton and Gary Hofman, and we are the editors of the 2018 New Zealand Law Student's Careers Guide.

We have attempted to make this guide more comprehensive than previous years by including more detail into areas outside the large firms which seem to dominate students' minds when picturing life after law school. A conscious effort was made to include vocations which perhaps extend beyond the realm of the ordinary legal job, but where law students would excel due to the skillsets they have.

Within the larger firms section, we put a large focus on asking clerks and grads questions which could give a broader sense of what life in a large firm is like. It is often the case that students go into clerkships with an unnecessary but justified level of blindness and anxiety, and our mission was to dispel some of mystery that surrounds the first steps into employment.

The irony is not lost on us that we are giving advice on how to be gainfully employed in law whilst also spending our summer working on the guide instead of a clerkship. Despite this, we hope that students are able to find not only the information they want in the guide, but perhaps be open to options they had not previously considered.

As a final piece of advice, we encourage students to chase their dreams (as cliché as this sounds). It is often surprising how often you will hear of someone with an amazing job which was the result of a rather 'shot in the dark' application. You will be shocked at how many people choose not to apply for jobs because they don't think they will get accepted. Wayne Gretzky said "you miss 100% of the shots you don't take" and that quote is true for both hockey and job applications.

All the best,

James and Gary



Message from the Dean of the Auckland Law School

Andrew Stockley

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

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

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

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



Professor Andrew Stockley, Dean of Law, University of Auckland

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Starting Your Career

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

(Confucius)

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

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

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

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

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

What area of law are you interested in?

Criminal law

The punishment of criminal acts, with the Crimes Act 1961 being your port of call. You can either work in prosecution (acting for the Crown in trying to prove that the offender committed the crime) or in defence (acting in the best interests of the offender i.e. innocent until proven guilty).

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

Public law

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

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

Environment & Resource Management

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

Check out: Mid to Large Firms section.

Property

The laws governing the buying, selling and ownership of property. Legal teams protect their clients to ensure that the transactions will work in their best interests.

Check out: Mid to Large firms section.

Competition

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

Check out: Mid to Large Firms section.

Tax

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

Check out: Mid to Large firms section.

Human Rights

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

Check out: Community Law.

Intellectual Property

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

Check out: Mid to Large Firms section.

Māori & Treaty of Waitangi

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

Check out: Mid to Large Firms section.

I don't want to be a lawyer

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

Check out: Alternative Careers Section.

Managing Stress in Law School - Umbrella

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

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



When do you want to be concerned about stress?

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

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

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

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

How much stress is normal?

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

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

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

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

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

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

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

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

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

Good places to start include:

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

Becoming a lawyer in New Zealand

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

Step One: The Degree

Firstly, you must complete a Bachelor of Laws (LLB) or Bachelor of Laws with Honours (LLB (Hons)).

Step Two: Professional Legal Studies (Profs)

Every practicing lawyer must complete a Profs Course in order to be admitted to the roll of Barristers and Solicitors of the High Court of New Zealand. The course provides practical skills which will help you transition into the workplace. The course may be completed during the first few months of work and some firms may even cover the cost of the course for their employees.

There are currently two Profs Course providers in New Zealand:

College of Law

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

The Institute of Professional Legal Studies (IPLS)

IPLS offers a choice of four courses including a combination of onsite and online learning, online seminars with weekend and evening onsites and full-time onsite options. IPLS assesses your competency in a wide range of transferable skills rather than focussing on specific transactions.

Step Three: Certificate of Completion and Character

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

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

Step Four: Admission to the Roll

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

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

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Practicing Overseas

Australia

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

It is worth noting that Australia has separate certificates for barristers and solicitors whereas New Zealand combines the two. Furthermore, the application process will vary between the different Australian states, and therefore it is best to check the relevant procedures in the state you wish to work before applying.

The "top-tier" firms in Australia are Herbert Smith Freehills, Allens Linklaters, King & Wood Mallesons, Ashurst, Clayton Utz, and Minter Ellison.

United Kingdom

A qualified New Zealand lawyer can be admitted to the roll of solicitors of England and Wales under the Qualified Transfer Scheme (QLTS) Regulations 2011. You will have to pass the QLTS assessments which include a 5.5 hour Multiple Choice Test (MCT) and the Objective Structured Clinical Examination (OSCE) which will assess practical legal skills.

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

Canada

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

Hong Kong

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

United States of America

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

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


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

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

Applications with Clodagh Higgins

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

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

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



Name
Contact email
Address
Phone number

Personal statement:

Should be short and state what your intention is.

Education:

In reverse chronological order from most recent

2014 – 2019 (expected): Bachelor of Laws/Bachelor of Commerce (Marketing and Finance), University of Auckland

2007 – 2013: Bayview High School

2013: NCEA level 3 with merit/excellent etc. / IB / Cambridge

2012: NCEA level 2 with merit/excellent etc.

Awards and achievements:

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

University:

2017: Winner of the Betty Johns moot

2016: NZ Superannuation Fund Accounting and Finance Stage III Prize

2014: Top Achiever Scholarship

High School:

2013: Winner of Young Enterprise Scheme (Auckland region)

2012: Duke of Edinburgh Gold Award

Leadership roles:

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

University:

2017: President of the Drama Society

Describe your achievements while in this role and key skills used to be successful in this role.

2016: Finance Officer for the Drama Society

Describe your achievements while in this role and key skills used to be successful in this role.

High School:

2013: Prefect

Work History:

2017: Sales Assistant at The Bayview Store

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

Interests:

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

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

References:

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

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

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

Cover Letter

Your name and address

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

Employers name and address

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

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

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

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

Yours sincerely,
(Your signature)

Sabrina Young

Tips for your cover letter

This cover letter is a guide.

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

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

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

Be succinct with highlights and key achievements

In your closing paragraph, make sure you say thank you

Do not regurgitate from the website

Do not use bullet points

Be enthusiastic

Be honest

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

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

Interview

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

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

Phone interview:

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

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

Face-to-face interviews:

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

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

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

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

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

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

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

Interview questions:

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

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

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

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

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

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

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

Group activities/assessment centres:

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

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

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

Networking events as part of the interview process:

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

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

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

Furthering your studies

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

(Mark Brown)

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

Postgraduate Study

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

Qualifying for a Masters

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

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

Paying for Postgraduate study

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

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

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

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- International Arbitration
- The Tax Base
- Comparative Company Law
- Iwi Governance
- Media Law in the Digital World
- International Taxation
- Uncensored History of International Law
- Goods and Services Tax
- Selected Topics in Tort Law
- Tax Administration and Disputes
- Data Privacy and the Law
- Litigating Human Rights: Law and Practice
in Comparative Perspective
- The Legal System: Sources, Structure and Method
- Local Government Law
- Selected Topics in Law of Evidence and Criminal Procedure
- Global Environmental Law
- Food Law
- Employment Law: Personal Grievance
- Waitangi Tribunal: Past, Present and Future
- Twenty-first Century Trade Agenda
- Corporate Finance
- Corporation and Investor Tax
- Contemporary Issues in International Law
- Australian Tax
- Health Law
- Law of Insurance Contracts
- Climate Change Law
- Resource Management Law
- Intellectual Property
- Competition Law
- Artificial Intelligence: Law and Policy



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LLM

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

Qualifying for an LLM:

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

The LLM Courses:

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

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

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

What can you specialise in?

- Commercial & Corporate Law
- Public Law
- Environmental Law
- Human Rights Law
- International Law
- Litigation and Disputes Resolution

MLS (Master of Legal Studies)

The MLS is for graduates who do not have an undergraduate degree but whose work involves legal issues and dealing with legislation. The programme has a similar structure to the LLM. The MLS suits professionals from non-legal backgrounds who require some knowledge of legal matters, but do not necessarily want to practise law. Completion of this degree will not satisfy the entry requirements for admission as a barrister and solicitor in New Zealand and is not a substitute for an LLB degree.

Qualifying for a MLS

You must have completed a three-year bachelors degree and will need a GPA of between 5.0-6.0 from your most recent 120-points.

The MLS Courses:

Taught masters (120-point): 120 points of taught courses OR 90 points of taught courses and a 30-point dissertation OR 105 points of taught courses and a 15-point supervised research. All three options are to be completed in one year full-time or up to four years part-time.

Taught Masters (180-point): 30 points LAW701, 105 points of taught courses and a 45-point dissertation. To be completed in 1.5 years full-time or up to six years part-time.

Research Masters (180-point): Up to 30 points of taught courses, dissertation or a supervised research and a 90-point thesis (30,000 words). To be completed in 1.5 years full-time or up to three years part-time.

What can you specialise in?

This programme has a similar structure to the LLM and offers the same six specialisations:

- Commercial & Corporate Law
- Public Law
- Environmental Law
- Human Rights Law
- International Law
- Litigation and Disputes Resolution

MTaxS (Master of Taxation Studies)

The MTaxS programme is designed for both law and commerce graduates who intent to make tax advocacy or tax consulting their career and who wish to extend their understanding of the theoretical issues and legal structures that underpin the taxation system.

Qualifying for a MTaxS

You must have completed the requirements for a Bachelor of Commerce (Honours) (BCom(Hons)), Bachelor of Laws (LLB) or Bachelor of Laws (Honours) (LLB(Hons)) or you will need to possess an appropriate background in taxation. For example if you have completed a Bachelor of Commerce and have appropriate experience in tax or accounting practice you may be considered for entry. You will need to have achieved a GPA of 4.0 or higher in your last year of equivalent full-time study.

The MTaxS Courses:

MTaxS by coursework (taught): 120 points of taught courses OR 90 points of taught courses and a 30-point dissertation OR 105 points of taught courses and 15-point supervised research paper. All three options are to be completed in one year full-time or up to four years part-time.

MTaxS by research (90-point thesis): Up to 30 points of taught courses, dissertation or supervised research paper and a 90-point thesis (30,000 words). To be completed in one year full-time or up to two years part-time.

Scholarships

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

Auckland University of Technology (AUT)

Qualifying for an LLM

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

The LLM Courses

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

Other Programmes

Master of Philosophy in Law - PHM

Scholarships

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

The University of Canterbury

Qualifying for an LLM

A LLB with good grades.

The LLM Courses

LLM by coursework: three taught courses.

LLM by coursework and dissertation: two taught courses and a 20,000 word dissertation.

LLM by thesis.

What can you specialise in?

This list includes but is not exclusive to:

- Commercial law
- Public law
- Criminal law
- Jurisprudence
- Family law

Scholarships

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

The University of Otago

Qualifying for an LLM:

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

The LLM Course:

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

What can you specialise in?

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

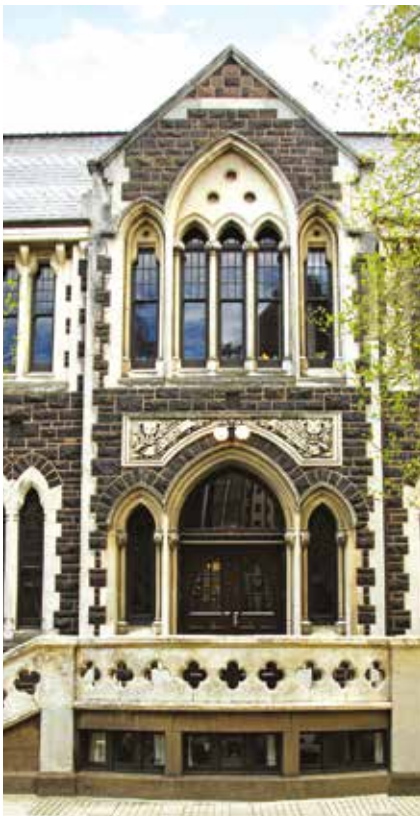
There are also other specialised Masters courses, such as the Master of Emerging Technologies Law (METL) and Master of Bioethics and Health Law (MBHL).

Other Programmes

Master in Bioethics and Health Law (MBHL)

Scholarships

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



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* Based on the Government's PBRF assessment

POSTGRADUATE



Victoria University of Wellington

Qualifying for an LLM

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

LLM Programmes (each 120 points in total):

LLM by coursework: LAWS 581 Advanced Legal Study (10 points), and courses totalling a further 110 points.

LLM by dissertation and coursework: LAWS 581 Advanced Legal Study (10 points), one 20-point course, and a 90-point dissertation of 35,000 words.

LLM by thesis: a 120-point thesis of 50,000 words, with LAWS 581 Advanced Legal Study taken as a free supplementary course.

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

What can you specialise in? You can tailor a programme to suit your interests. Areas of focus include:

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

Other Programmes

Master of International Trade (MIntTr). For more information see www.victoria.ac.nz/international-trade

Scholarships

Victoria University of Wellington has a number of LLM scholarships available, including the Faculty of Law International Students LLM Fees Scholarship, Victoria Master's (by Thesis) Scholarship, and the Angelo South Pacific Postgraduate Educational Scholarship. For more information see www.victoria.ac.nz/study/student-finance/scholarships/find-scholarship/

For more information about postgraduate law at Victoria, please visit www.victoria.ac.nz/postgraduate-law

The University of Waikato

Qualifying for an LLM

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

The LLM Courses

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

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

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

Other Programmes

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

Scholarships

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

Mid to Large Firms

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

(Abraham Lincoln)

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

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

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

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Anderson Lloyd

General Details

Locations: Auckland, Christchurch, Dunedin, Queenstown

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

Staff: 160

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

About the Firm

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

Anderson Lloyd recently celebrated its fourth consecutive win as the Mid-Sized Law Firm of The Year. This award acknowledged excellence in client service and leading expertise in advice across a broad range of practice areas. It also recognised the firm's culture, diversity, innovative people initiatives and talent management programmes.

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

Working at the Firm

Anderson Lloyd has a structured career and professional development programme, first-rate resources, mentoring from some of the very best lawyers in their field, a highly competitive benefits package, and challenging national work with high-profile clients. The firm provides a friendly working environment, flexible work practices and is committed to making sure that its staff are happy, healthy and engaged.

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

Opportunities for Students

Applications for Anderson Lloyd's summer clerkship for 2018 open in March. For more information about the programme, or the firm itself, visit: www.al.nz/careers/graduate-recruitment



Clerk Profile:
Ellie McCleery
University of Waikato

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

The summer clerk programme at Anderson Lloyd is really unique. You get to work across multiple teams and pick up work from different partners in a variety of practice areas. To be exposed to such a range of legal work is a huge benefit to any budding lawyers who are not sure which legal team they will flourish in.

What did you enjoy most about working at Anderson Lloyd?

Every day I was involved in a new task or project. The learning opportunities at AL were exceptional. I loved the open plan office. It's also hard to beat walking through Miann café (in Auckland) every morning on your way to work!

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

Teams are small at AL; you are expected to get stuck in on day one. Luckily, the entire firm took the time to give clear explanations and answer any queries I had.

What are the social opportunities like at Anderson Lloyd?

There are lots of opportunities for work sport and social events.

What makes Anderson Lloyd different from other firms?

It has benefits of a smaller firm (tight knit, great access to partners) but with the backing of a large firm (excellent clients, work and training opportunities).

What has surprised you about working at Anderson Lloyd?

Law school is very different to working. Be prepared for this. But don't worry about it, everyone is in the same position and you'll be supported by your team and fellow summer clerks. If you bring a good attitude and a pen and pad with you everywhere you'll be awesome.

What has been your favourite experience whilst working at Anderson Lloyd so far?

Attended a once in a lifetime client meeting in my second week!

What do you want from your summer?



A fading tan?



An enduring career?

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with real work experience.**

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is now taking applicants for 2018.**

The details are here: www.al.nz



Mid-Size Law Firm
of the Year 2014-2017

Deal Team of the Year
<100 lawyers> 2017

**anderson
lloyd.**

Bell Gully

General Details

Locations: Auckland, Wellington.

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

Staff: 43 partners and 180+ other legal staff.

Contact: Alexander Fitzgerald (HR Coordinator), alexander.fitzgerald@bellgully.com;
Haylie Everson (Senior HR Advisor), haylie.everson@bellgully.com (WGTM)

About the Firm:

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

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

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

Working at the Firm:

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

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

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

Opportunities for Students:

Bell Gully offers a scholarship to law students in their second year of the degree. The scholarship provides significant financial support, as well as a guaranteed summer clerkship at the end of the third/fourth year of study. Scholarship applications normally open around June.

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

A man with dark hair and glasses, wearing a dark blue suit, light blue shirt, and a red and white striped tie, is smiling and looking down. He is sitting at a wooden table with a glass of chocolate drink in front of him and a blue pen in his hand. The background is a blurred indoor setting with warm lights.

GROW

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Investing in your growth and development.

Clerk Profile:

Elizabeth Vincent

What team did you clerk in this year?

I work in the corporate team, with most of my work in mergers and acquisitions. I also do some more specialist work in privacy and IT law, which is an interesting and developing area of law.

What did you enjoy most about working at Bell Gully?

Being surrounded by experienced team members who are willing to invest time and energy into helping me learn and develop my legal skills. I've enjoyed the wide variety of work I've been exposed to for some of New Zealand's most well-known and successful businesses. We've provided excellent training and it is fantastic working alongside motivated people who enjoy tackling a challenge.

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

It was a bit of an adjustment transitioning into working life after the lifestyle that university affords you, however you are eased into it. It is also quite an adjustment in terms of work – practicing law is very different than learning about it.

What are the social opportunities like at Bell Gully?

There are plenty of social opportunities and it is easy to get involved as much or as little as you like! We have an annual ball, weekly drinks, many social sports events, weekends away, plenty of Christmas parties...the list goes on! Our law clerk group often meets up outside work as well, which has been great.

Buddle Findlay

General Details

Locations: Auckland, Wellington, Christchurch.

Areas of Specialisation: Full service law firm including banking and financial services, competition law and industry regulation, corporate and commercial advice, employment and health and safety, environment and resource management, health law, intellectual property, litigation and dispute resolution, Māori law, property and construction, privacy and data protection, public and administrative law, restructuring and insolvency, tax, and technology, media and communications.

Staff: 190+ legal staff, including 46 partners

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

About the Firm

Established in 1895, Buddle Findlay is one of New Zealand's leading commercial and public law firms with offices in Auckland, Wellington and Christchurch - and a global reach of contacts and experience. Buddle Findlay is progressive, well respected and at the forefront of the legal profession. We have an open and approachable client-focused culture, with a determination to continually provide the highest quality of service. We are acknowledged as a market leader in building and maintaining effective and innovative partnerships with our clients and their other advisers.

Working at the Firm

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

Our strength lies in our open, collaborative, supportive and inclusive culture, in our commitment to excellence to our clients and to each other. We employ, develop and support talented people, provide them with challenging work and encourage them to extend themselves professionally and personally.

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

In 2005 the firm established the Buddle Findlay Child Health Foundation, which supports children receiving residential medical care in New Zealand. More than \$1.1m has been donated for urgent medical care for children since the Foundation began. Buddle Findlay is also a key sponsor of the Halberg Disability Sport Foundation who work with talented young disabled sportspeople and their families to ensure they receive the support they need to pursue their sporting dreams, and to reap the benefits that sport and recreation provide.

Opportunities for Students

Buddle Findlay runs a summer clerk programme for law school students. When assessing applications, the firm looks for students who are:

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

For more information visit www.buddlefindlay.com/careers



Solicitor Profile: Genevieve Coleman University of Otago

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

I rotated in the Corporate and Finance team and then Litigation team as a summer clerk. When I returned as a law clerk, I started in the Corporate and Finance team and have remained there. However, I have been involved in some discovery with the Litigation team during my first year, as and when needed. I chose to return to the Corporate and Finance team because I really enjoyed the wide variety and fast-paced transactional nature of the work. We work on everything from corporate governance, mergers and acquisitions, financial regulation advice, banking, and general contracts. I find the work rewarding because there is always a lot happening in the team and I get a great deal of satisfaction when we settle a transaction, or send out a letter of advice at the end of an instruction.

What did you enjoy most about working at Buddle Findlay?

The work is interesting and engaging. From day one you are involved in meaningful tasks. And the people are second to none. I have met so many hard working and great lawyers that want us to have the best start to our careers and make sure we are always learning and supported along the way.

What was the most challenging part about working at Buddle Findlay?

The transition from University to working life can be a challenge. It can be tiring learning new things all the time and taking a greater level of responsibility. Your work affects more than grades, it affect clients too. That said, Buddle Findlay has a great range of support systems in place for this transition. In addition to your supervising partner and team members, we also have a buddy system so every junior has a buddy to go to when they need help with something. There is a lot of training run by both juniors, seniors and external people. Training continues on almost a weekly basis for your whole first year at Buddle Findlay.

What are the social opportunities like at Buddle Findlay?

Buddle Findlay has plenty of social events throughout the year. We have weekly indoor netball and football teams, as well as Friday night drinks (which are themed once a month). We also have events such as ski trip, quiz nights, winter ball, multiple Christmas parties and plenty of other smaller team social events.

What makes Buddle Findlay different from other firms?


The culture of Buddle Findlay is one of our biggest points of difference from other large law firms. The firm is very people-focused and looks after everyone well. An example of this is our buddy program for juniors. Within teams, there are also mentor relationships set up in addition to supervisors. We have one of the highest retention rates among the firms, plus lots of people returning from overseas, which highlights how much people love working at Buddle Findlay.

What has surprised you about working at Buddle Findlay?

How great the work environment is. While we have to work long hours occasionally, the firm places a great emphasis on work-life balance. Buddle Findlay encourages us to have a life outside of the firm and supports us in this. I was worried that working in corporate law would be less rewarding but I am loving my time here so far!

What has been your favourite experience whilst working at Buddle Findlay so far?

Working in a close-knit team has made my start to working life at Buddle Findlay such an enjoyable experience. I have been supported in everything I do, and sometimes thrown in the deep end (for my own benefit!). Having accountability both to your teammates and your clients pushes you to constantly learn and strive to be better. I get to work with talented and inspiring people on a daily basis and I wouldn't have it any other way!



IMAGINE

the possibilities

Start your legal career as a summer clerk at
Buddle Findlay—just imagine the possibilities.
Apply online from 15 March to 5 April 2018.

venturefurther.co.nz

BUDDLE FINDLAY

Chapman Tripp

General Details

Locations: Auckland, Wellington, Christchurch.

Areas of Specialisation: Full-service law firm including commercial, corporate, property, construction, finance, tax, resource management and government relations issues.

Staff: 56 partners and 200 legal staff across three offices

Contact: Rachel Steward (Graduate Recruitment Specialist), rachel.steward@chapmantripp.com

About the Firm

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

Chapman Tripp acted on the most merger and acquisition deals out of all New Zealand law firms in 2017, also winning New Zealand Deal Firm of the Year for the third year running at the Australasian Law Awards. The firm was ranked 11th in Australasia by both Bloomberg and Mergermarket for overall M&A deal count, whilst also outperforming all New Zealand law firms by practice area in the latest Chambers and Legal 500 directories. The firm received 11 Band 1 rankings from 16 categories in the Chambers Asia-Pacific 2018 directory, three Band 1 rankings in Chambers Global (both the highest of all New Zealand law firms) and 12 Tier 1 rankings from 14 categories in the Legal 500 2018. In Chambers Asia-Pacific 2018, the firm had the highest number of individuals ranked across all practice areas, with 48 individual rankings. Corporate partners John Strowger and Bruce McClintock were ranked as "Star Individuals" – the most of any New Zealand firm.

Working at the Firm

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

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

Opportunities for Students

Chapman Tripp offers winter and summer clerk programmes. The winter clerk programme is an eight day programme designed to offer students hands-on legal experience and is aimed at students with two full years of study remaining. Around 12 winter clerks are recruited across all three offices and those selected attend learning workshops, spend time working in their teams alongside a supervisor and buddy, and attend social activities. At the end of the programme students may be invited back to summer clerk with the firm. Applications open in May 2018. Chapman Tripp's summer clerk programme is aimed at students in the penultimate year of their law degree. The programme gives students the opportunity to spend three months at the firm, work in two different teams, hear from clients, do volunteer work, receive great training and really get to know the people in the firm. Chapman Tripp's summer clerk intake is kept small, at around 25-30 summer clerks across its three offices, so that summer clerks do real work while they're at the firm. At the end of the programme, students may be invited back to be a law clerk with the firm. Applications open 15 March 2018.

“BEING ADVENTUROUS IS
MY STRONG SUIT.
VENTURING OUT OF
MY COMFORT ZONE IS
WHERE I LEARN BEST.”

BRONWYN BAILEY
SUMMER CLERK

BRING
YOUR
STRONG
SUIT

Apply for our 2018/19 summer clerk programme or 2018 winter clerk programme.
Summer clerk applications open 15 March 2018, winter clerk applications open in May.

www.graduates.chapmantripp.com

Summer Clerk Profile:

Charlotte Aspin
University of Otago

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

As of writing I have only clerked in the Environment team, this year I will be clerking in the Corporate team.

What did you enjoy most about working at Chapman Tripp?

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

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

I think translating skills from Law school into practice is quite challenging. As summer clerks we are not expected to know everything so the training sessions have been helpful to support our transition. My team have been really helpful in offering guidance too.

What are the social opportunities like at Chapman Tripp?

I have had lots of opportunities to meet different people at Chapman Tripp. Many of the summer clerks got involved in the Corporate Challenge fun run, the Bell Gully Touch Tournament and in the social netball competition which runs weekly. In our final week before Christmas we also volunteered at the Auckland City Mission with other Chapman Trippers. I have also met lots of people at Chapman Tripp through staff lunches and end of year celebrations.

What makes Chapman Tripp different from other firms?

Chapman Tripp are proud of the diverse people that make up the firm. Everyone is really approachable and supportive of one another and that makes all the difference!

General Details

Locations: Auckland, Wellington.

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

Staff: 20 partners and 77 lawyers

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

About the Firm:

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

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

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

DLA Piper was ranked as the second most powerful law firm brand in the world in 2017, according to Acritas' Global Elite Law Firm Brand Index. In 2016 the firm earned the top legal advisor ranking globally for overall MA deal volume; the seventh year in a row, according to Mergermarket's league tables. In 2015 Financial Times named DLA Piper as the 'Game Changing Law Firm of the Past Ten Years'.

Working at the Firm:

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

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

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

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

Opportunities for Students:

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

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

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



Graduate Profile: Amindha Fernando

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

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

What did you enjoy most about working at DLA Piper?

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

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

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

What are the social opportunities like at DLA Piper?

One of the best parts about summer clerking at DLA Piper is that when you start, you are right at the beginning of all of the Christmas and New Year's festivities and they are an absolute blast. From Amazing Races around Auckland to wine tours around Waiheke, there are plenty of opportunities to get to know everyone in the firm. Our sport teams are also a weekly highlight, particularly Touch Rugby on Mondays, which we always seem to dominate in.

What makes DLA Piper different from other firms?

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



SHARE OUR VISION SHAPE YOUR FUTURE

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

**For more information visit
www.dlapipergraduates.com**



Kensington Swan

General Details

Locations: Auckland, Wellington.

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

Staff: 95 lawyers.

Contact: www.kensingtonswan.com

About the Firm

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

Working at the Firm

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

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

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

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

Opportunities for Students

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

For more information visit www.kensingtonswan.com



*We are
looking for
excellence*

Summer Clerks and Law Graduates

If you are ambitious and ready to take on significant challenges from day one, and have a passion to develop in an environment that is forward-thinking, we'd love to hear from you.

Applications open 15 March 2018 and close 5 April 2018 (applications need to be received by 12:00pm).

100+ years serving clients

33% of our partners are women

1/2 of our partners are listed in leading legal directories

"My summer at KS was challenging, supportive and fun. I couldn't have asked for a better experience."

Mathew Barnett, University of Otago

"Spending my summer at KS was a fun, enriching and fantastic experience that I would gladly repeat again."

Andrea Lim, University of Auckland

"KS has provided a welcoming, social and collaborative environment that has made for an epic summer experience."

Emma Marsland, University of Otago

KensingtonSwan

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



Clerk Profile:
William Ostick

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

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

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

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



Clerk Profile:
Manisha Sharma

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

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

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

Mayne Wetherell

General Details

Location: Auckland.

Areas of Specialisation: Corporate and finance law.

Staff: 33 staff

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

About the Firm

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

Recently the firm acted for 2degrees in relation to its majority shareholder's reverse listing on the Toronto Stock Exchange, TPG in relation to the IPO of Inghams, Quadrant in relation to its purchase of Jetts NZ and the Warehouse Group in relation to the sale of its financial services business.

Working at the Firm

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

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

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

Opportunities for Students

Mayne Wetherell offers a summer clerk programme for law students and has graduate positions available for 2019.

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



Clerk Profile:
Sophia Antonopoulos
University of Auckland

What team/s did you clerk in this summer?

Mayne Wetherell does not have separate departments which meant that we do not get siloed into separate teams over the summer. Instead, teams are created for each transaction so you are exposed to a variety of work with different focal points. This provided me with the opportunity to work with almost every member of the firm during my summer clerkship. Although the firm's primary focus is on corporate and finance transactions, these deals often incorporate other fields of law and I was exposed to everything from contract law and equity to insurance law.

What did you enjoy most about working at Mayne Wetherell?

The most enjoyable part of Mayne Wetherell was its relaxed environment. The whole firm sits in an open plan office and I felt supported and at ease chatting with the people sitting around me, from graduates to partners. The people at Mayne Wetherell are very down-to-earth and the variety of personalities meant that there was never a dull moment or conversation.

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

The most challenging part about my clerkship was the work - but in the best way possible. Before starting my clerkship I wasn't sure what to expect, and I thought I might end up doing a lot of filing, printing and scanning. Instead, I was immediately tasked with work that was interesting and challenging, and I was genuinely contributing to the transactions. There was always someone there to help when I needed it and to simplify the complex transactions so that I could better understand the key issues. Additionally, the formal training throughout the summer provided me with a solid foundation of knowledge.

What are the social opportunities like at Mayne Wetherell?

Before we even started our clerkship we were invited to the events throughout the year, including the mid-winter celebration and the admission celebration for the graduates. The summer social events are fantastic and there are plenty of opportunities to get to know your colleagues out of the workplace. In addition to the lunches, coffees and weekly Friday night drinks, there is an event happening each week. Some highlights include the firm wide scavenger hunt, the various Christmas celebrations, the masterchef bake-off, an evening of tennis and the firm retreat (where the entire firm went to Lake Karapiro for a weekend packed full of activities). It was also interesting to attend events with clients – a standout was hosting the inaugural Women in Securitisation event at our offices.



Gina Solloway
University of Auckland

What makes Mayne Wetherell different from other firms?

Mayne Wetherell is a unique firm that reaps the benefits of both a large and boutique sized firm. The firm deals with some of the most complex commercial transactions in New Zealand and has some of the largest New Zealand and overseas corporates as clients. At the same time, by not having different teams I was able to get involved with all aspects of each transaction I was involved in. I felt valued as an individual and my seniors invested their time into me to develop my professional skills.

What has surprised you about working at Mayne Wetherell?

I was surprised at the trust that is placed in people at all levels of the firm, and the genuine lack of hierarchy. You are encouraged to take responsibility for your work. But if you ask for help with something, someone is always there to give it.

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

A highlight was being involved in a transaction from start to finish within my first few weeks. I joined all of the calls with both our client and the other side, meaning that I was able to follow the progression of the commercial deal. I was also involved in the internal discussions on how to deal with the commercial agreement from a legal perspective, and turning various drafts of the documents. I was surprised at how involved Mayne Wetherell was in proposing solutions throughout the commercial negotiations.

Expect more. Be rewarded.



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

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

Find out more by visiting our website.

www.maynewetherell.com

**Mayne
Wetherell**

Meredith Connell

General Details

Locations: Auckland, Wellington.

Areas of Specialisation: Full service law firm.

Staff: 200+ staff

Contact: Managing Partner, Steve Haszard; steve.haszard@mc.co.nz

About the Firm

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

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

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

Working at the Firm

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

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

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

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

Opportunities for Students

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

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

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

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

CRIMINAL v CIVIL

CAN'T CHOOSE?

AT NZ'S LARGEST LITIGATION FIRM
YOU CAN DO BOTH

(AND GO TO COURT – A LOT)

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

**MEREDITH
CONNELL**
—
THE LAW FIRM.



Clerk Profile:
Jade Magrath
University of Auckland

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

I was an intern at Meredith Connell for two years before starting full time as a law clerk in the Resource Management team this November. In 2016 I worked one day a week in the Commercial Property team, and in 2017 my time was split between the Commercial Property and Resource Management teams. As an intern, the bulk of my tasks involved legal research, and reviewing and drafting legal documents.

What have been some of your highlights of working at Meredith Connell?

From the outset of my internship I attended client meetings and was able to see how my research had been incorporated into the advice we gave. It felt good to be given that responsibility and be treated like a fully fledged member of my team, even though I was only in the office one day a week. As an intern I was also able to attend the firm's training workshops, which were a great way to meet new people and very informative (and usually accompanied by pizza).

What do you enjoy most about working at Meredith Connell?

The friendly, team-based environment is what I appreciate the most. The people that I work with are approachable and generous with their time. This means that I always feel comfortable going to my team members with questions or for advice. I also love being surrounded by all the plants in our beautiful open plan office.

What have been some of the challenges?

It has been challenging adjusting to the fast paced setting of a law firm, which is completely different from university. I've gone from writing four legal opinions a semester to sometimes writing two in a day! But I am really enjoying putting the theories I learned at law school into practice in a tangible way.

What makes Meredith Connell different?

The Crown warrant sets Meredith Connell apart. It is what initially attracted me to the firm, as it offers the unique opportunity to work across both commercial and criminal practices. As a young lawyer, not only does this mean I have access to a wide variety of interesting work, but I also get more chances to appear in court and develop litigation skills early on in my career.

What are the social opportunities like at MC?

There are plenty of ways to get involved socially at the firm. Of course, we hold social events every Friday, but there is also a book club, and plenty of firm sports teams to join (including dragon boating, tennis and hockey). Meredith Connell isn't a small firm, so these activities provide a great opportunity to meet people outside of your team that you might not otherwise. Most teams also have their own social events throughout the year.

What has surprised you about working at Meredith Connell?

I have been impressed by Meredith Connell's ongoing commitment to creating a more equitable, healthy and supportive work environment. As an example, everyone in the firm is undergoing "unconscious bias" training at the moment to better understand how our actions are influenced by our subconscious prejudices and beliefs, and find ways to address the workplace issues that unconscious biases create.

MinterEllisonRuddWatts

General Details

Locations: Auckland, Wellington.

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

Staff: 46 partners, 165 legal staff and 308 total staff.

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

About the Firm

MinterEllisonRuddWatts is a leading full-service commercial law firm with offices in Auckland and Wellington. We are a New Zealand owned and operated partnership with 46 partners and more than 160 legal staff. Our rich heritage, dating back 130 years, is a firm foundation on which we have established a strong market reputation.

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

Highlights for the firm in 2017 include:

- Being named New Zealand Law Firm of the Year by premium international directory Chambers and Partners
- Leading the country's legal profession in exploring AI applications through our joint venture with Goat Ventures and the establishment of McCarthyFinch
- Winning five out of a possible six deal categories at the New Zealand Law Awards, including the most prestigious category, New Zealand Deal of the Year
- Being named New Zealand's best national firm for women in business and law at the Euromoney Legal Media Group Asia Women in Business Law Awards
- Achieving our best ever directory rankings in The Legal 500 Asia Pacific, with eight Tier 1 rankings and 24 partners named as Leading Individuals – that's more than 50 percent of the partnership.

Working at the Firm

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

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

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

Opportunities for Students

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

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

The Summer Clerk Programme runs from mid-November to mid-February each year. Applications open on 15 March 2018 and close on 5 April 2018. Generally applications to summer clerk are accepted from law students in their penultimate year of law school, although some apply a year earlier. The firm does not take a fixed number, but usually employs between 20 and 30 summer clerks each year.

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

Find out more at minterellison.co.nz/careers



Clerk Profile:
Brad Cope
University of Auckland

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

Summer clerks at Minters are able to work in two divisions over the summer. I clerked in the Dispute Resolution and Corporate teams (and interned in the Banking and Financial Services team during the year). It was great to experience vastly different types of work, Dispute Resolution being more advisory and litigious, whereas Corporate and Banking and Financial Services were more transactional. I particularly enjoyed the diverse tasks involving various areas of law in Dispute Resolution, and working on complex transactions in Corporate and Banking and Financial Services.

What did you enjoy most about working at MinterEllisonRuddWatts?

The people were extremely friendly and actively made all of the clerks feel welcome and involved in the firm. I was frequently included in team coffees, client meetings and phone calls, which gave great insight into the type of work that the staff do at all experience levels. Everyone in my teams were happy to provide background for the tasks I was given, as well as general advice and insight into working life as a lawyer.

What was the most challenging part about working at MinterEllisonRuddWatts?

The most challenging thing for me was the transition from university to the working environment. I was frequently required to research areas of law that I was entirely unfamiliar with and become acquainted with the legal positions in a short period of time. There was also far more pressure and responsibility to complete work to a high level as, even as summer clerks, our work was often sent directly to clients, filed in court or used to draft high-level advice. However, I never felt out of my depth, as the people in my teams, as well as the librarians and other support staff, were always happy to help and point me in the right direction.

What are the social opportunities like at MinterEllisonRuddWatts?

The social opportunities at Minters were amazing, and were definitely a highlight of my summer at the firm. There was a huge range of activities that everyone was welcome to participate in, including sporting events (I played in the weekly football team and in the inter-firm touch tournament), regular morning teas and lunches (a highlight is cheese and crackers on Friday), and fortnightly drinks. They are a perfect way to get to know everyone in the firm and are great fun!

What makes MinterEllisonRuddWatts different from other firms?

Minters has an inclusive, positive and high performing working environment, where diversity and individuality is encouraged. All staff are provided with the opportunity to grow and develop, as constant learning and personal development is supported through exposure to challenging and diverse work from the outset of each person's career. Minters provides a fun and friendly place to work, with a culture of excellence and innovation distinct from other firms.

What has surprised you about working at MinterEllisonRuddWatts?

Something that surprised me was the importance and responsibility of the work I was given to complete. I was expecting to be assigned boring and monotonous tasks with no real importance, but this was not at all the case. The work I received was challenging, interesting and was used directly in matters involving some of the firm's largest clients. This meant that there was more pressure to complete the work to a high standard, however it meant that I learnt quickly and felt like I was truly adding value to the firm.

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

Going to the High Court to observe a hearing was something that was extremely exciting, particularly because it was a matter that I had been involved in and had drafted documents for. Another amazing experience was having the opportunity to go on secondment in the Icebreaker legal team during my second rotation. It was interesting to see how an in-house team operates and the sort of legal work that they do!

IT ALL STARTS HERE

PwC Legal

General Details

Locations: Auckland, Wellington.

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

Staff: 11 staff.

Contact: careers.nz@nz.pwc.com

About the Firm

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

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

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

Working at PwC

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

PwC Legal offers an unrivalled learning and development opportunity for law graduates. Our graduates are able to work with a diverse mix of clients and staff on a variety of legal issues rather than being confined to specialist teams. Our Grads get to have direct and meaningful contact with clients and senior staff alike. You will get support from mentors and coaches and we invest in your professional development on a continuing basis. Our support network is unrivalled which will accelerate your learning with on the job and formal training.

We also encourage staff to have an optimal work/life balance, e.g. our staff have the option to work flexibly from home to ensure their commitments outside of work are met. We offer subsidised gym access, the option to purchase additional leave and other wellness initiatives. There are also numerous sports teams and fitness groups to take part in.

PwC Legal is a globally recognised brand which will assist you in enhancing your own personal brand. Also, as a part of a wider global expansion in legal services, there are opportunities for overseas positions and secondments.

Opportunities for Students

PwC Legal is currently seeking Graduates for 2019 and Summer Interns for the 2018/2019 summer. Our core campaign opens on 19 February. For more information about the programmes, or PwC Legal itself visit beyourself.pwc.co.nz.



Summer Intern:

Alysia Gordon
University of Auckland

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

For the majority of my internship I worked within the corporate and commercial team. However, I was fortunate enough to gain exposure to the tax team as well as other areas of PwC. Sitting within the wider PwC firm means that the work you are exposed to is varied and interesting. I have assisted with vendor due diligence, restructures and research among many things. The dynamic nature of the work ensures that no two days feel the same.

What do you enjoy most about working at PwC Legal?

The best part about PwC Legal is the team and the excellent learning opportunities that flow from that. As a small team of 14 lawyers, everyone is approachable and willing to assist you in your career development over the course of your internship. From day one I was involved in real work, attending client meetings and contributing to projects.

What are the social opportunities like at PwC Legal?

PwC Legal is a very close team, regularly going out for coffees and attending other events. Due to the interconnected relationship with PwC New Zealand, there are also opportunities to get involved with multiple sports teams and the floor-wide social teams. Other social events include intern lunches and coffees, BYOs, morning teas, Friday after work drinks and the combined PwC Christmas party.

What makes PwC Legal different from other firms?

PwC Legal is part of a global movement in the legal industry. The collaboration with PwC gives PwC Legal a unique offering which allows the firm to offer legal services that are delivered alongside a variety of other professional services to optimise value and efficiency for the client. Everyone in the team is invested in you, and it's such a friendly and welcoming environment.



BE YOURSELF BE PwC LEGAL

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

Applications open from 19 February. Apply now at beyourself.pwc.co.nz



Russell McVeagh

General Details

Locations: Auckland, Wellington.

Areas of Specialisation: Banking and Finance, Corporate Advisory, Employment, Environment, Planning and Natural Resources, Litigation, Property and Construction, Public, Regulatory & Competition Law, and Tax.

Staff: 36 partners, 21 senior associates, 10 special counsel, approximately 110 legal staff.

Contact: Hannah Booth, hannah.booth@russellmcveagh.com

About the Firm

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

The firm is partnered with Diversity Works NZ as part of its commitment to diversity in the workplace, and is widely recognised for initiatives in this area. The firm achieved Rainbow Tick certification early 2016, and in 2017 received a special Highly Commended accolade in the Tomorrow's Workforce category at the Diversity Works NZ Awards. In addition, the firm also won 'Best Gender Diversity Initiative by National Firm' at IFLR's Asia Women in Business Law Awards, IFLR's 'New Zealand Law Firm of the Year', and both 'Employer of Choice' and 'Large Law Firm of the Year' at the 2017 NZ Law Awards (among several others).

The firm has one of the highest percentages of women at partnership level, of all large New Zealand law firms.

Working at the Firm

The firm has the largest investment in training and development (as a percentage of revenue) of any firm in Australasia, and offer a number of programmes. Examples include mental and physical wellness programmes and regular sessions on mental health, leadership education for the partnership, and a wide-ranging employee learning and development portfolio, including junior staff strategies for success, unconscious bias, and cultural training (working with Chinese and Māori protocols). Employees also benefit from rainbow diversity training and soft skills programmes covering communication, supervision, influencing, and practice development.

The firm proudly undertakes a considerable amount of pro bono and charity work for a number of community and non-profit groups. During 2017, Russell McVeagh contributed approximately 2,500 hours of pro bono work and many teams also participate in the firm's 'Charity Day' initiative, for a charity of their choice.

Opportunities for Students

Russell McVeagh offers law scholarships to school leavers from all New Zealand secondary schools and university students in every year. The scholarship programme offers support through a mentoring scheme, financial assistance, and a summer clerkship in your penultimate year of study. Applications for the Russell McVeagh Scholarship will open in July 2018.

Russell McVeagh recruits summer clerks and graduates during the university recruitment round, and take applications from 15 March to 5 April 2018. Students who apply to summer clerk must be studying law at a New Zealand university, and are usually in their penultimate year of study.

Do great work *and do* good work

This year we have decided that the budget we usually spend on university recruitment advertising would be better used to do good work.

Applications for 2018–19 summer clerkships and 2019 graduate positions are open from **15 March until 5 April 2018**. Visit our website from 15 March to see how you can help us to do some good for one of our pro bono clients.

russellmcveagh.com/careers/students

Russell
McVeagh



Clerk Profile:

Darryn Ooi
Victoria University
of Wellington

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

Corporate Advisory with Litigation as my bipartite. I also did some work for the Public, Regulation, and Competition team.

What did you enjoy most about working at Russell McVeagh?

The training and the support: I was sceptical at the outset with our first training session that began with "how to turn on your laptop" (hidden on the right corner, the power button was genuinely challenging to find for some clerks). But this quickly progressed to really useful and practical workshops on advocacy, seminars on developments in the law along with other tips and tricks about how the firm operates. The support also included having a first year solicitor as our buddy who could ask the 'dumb questions' to, a supervising partner who regularly checked in on our progress and feedback on the work that we did.

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

The imposter syndrome: Being surrounded by a team of incredibly talented and intelligent people can sometimes make you feel like you have somehow slipped through the interview with a growing sense that someone will find out you're not actually as good as you should be! Being able to talk to your buddy and supervising partner on a regular basis really hit home that everyone has felt that way at some point. The training and seeing improvements in my feedback also helped boost my confidence.

What has surprised you about working at Russell McVeagh?

The firm's culture: Despite knowing quite a few staff before starting (through the Russell McVeagh scholars programme), it had been hard to gauge what the firm 'is really like'. I have been impressed to see partners and solicitors dart out during 'normal' work hours for commitments like rowing coaching, football practice or attending their children's prize-giving. This flexibility ensures staff are able to maintain a healthy work-life balance, which I was pleasantly surprised to see in such a large firm.

What has been your favourite experience whilst working at Russell McVeagh so far?

Afternoon quiz time: While not the most obvious choice, there was something quite wholesome about the Corporate Advisory and Public teams (partners included) stopping whatever we were doing at 2.30pm each day to gather around for the Dominion Post daily quiz.

Simpson Grierson

General Details

Locations: Auckland, Wellington and Christchurch.

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

Staff: 300+ staff.

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

About the firm

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

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

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

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

Working at the firm

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

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

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

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

Opportunities for students

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

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



Clerk Profile:
Thomas Rowland
University of Otago

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

My two rotations as a summer clerk are Commercial Property and Commercial Litigation. I haven't started my rotation in litigation so can hardly declare a favourite, but I have been loving life in the property team.

Like many at university I did not love property law, and I was slightly anxious to be placed in the property team. However, I couldn't have landed anywhere better. Known as Club Med by some, I felt right at home after my introductory hug from Sandy. From day one I have been welcome, included and supported. It has been a wonderful introduction to Simpson Grierson. Sadly, I probably won't be welcome back in the property team after a forbidden pre-lunch swim up at Omaha.

What did you enjoy most about working at Simpson Grierson?

The people and the work.

When I was interviewing I always asked, what makes this firm special? At every stop I got the same answer, "the work". At the time I didn't really understand but, after some time at SG I get it. The work here is amazing. You work on such big projects with far reaching consequences. It's incredibly engaging and rewarding.

But, what separates SG from other big firms with similar work is the people. I have been consistently blown away by the warmth of everyone I have met. After talking to friends clerking at other firms I feel very lucky to be where I am.

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

Learning to relax.

Coming in to Simpson Grierson I felt a lot of pressure. Pressure to fit in, pressure to perform and stand out. It could all get a bit too much at times. But, I eventually realised that people aren't wanting to trip you up. Everyone at SG is backing you to do well. Once I realised that everyone is in your corner it all became a lot easier.

What are the social opportunities like at Simpson Grierson?

Fantastic.

Socialising and summer clerking go together like Jo Copeland and the word "amazing". My buddy Rachael Witney encouraged me to get involved with the social opportunities that the firm has to offer. It was good advice. From Monday touch to Friday drinks there is something going on all week and it has all been a blast.

Can you tell me about a standout moment or memorable experience that you've had at Simpson Grierson so far?

The Christmas party.

I do not think anyone is about to forget our skit and the function that followed lived up to the hype. I loved the effort that all the teams went to with their costumes. The level of commitment was impressive, especially from the cheerleaders.

What makes Simpson Grierson different from other firms?

The people. I know I have kept harping on about how great the people are at Simpson Grierson, but I'm not about to stop.

It is a real culture and it comes from the top down. I interviewed with Jonathan Salter and he said that Simpson Grierson had figured out that they make more money working together. Profitable and harmonious, what more could you want?



Simpson Grierson

Create your
future



Wynn Williams

General Details

Locations: Auckland and Christchurch.

Areas of Specialisation: Full Service.

Staff: 95+ staff.

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

About the Firm

The firm is one of the oldest in NZ, first opening its doors in 1859 in Christchurch and has a long-standing reputation for excellence. Clients vary across a diverse suite of industry and scale. The firm acts for private individuals, publicly listed corporations and everything in between.

As well as being particularly well-known for its work in dispute resolution, resource management and freshwater management, a number of individuals are nationally recognised as leaders in their areas of expertise. Dispute Resolution Partner Jeremy Johnson received the Young Private Practice Lawyer of the Year (35 or under) at the 2017 NZ Law Awards. Two further accolades were also received at the awards: Employer of Choice (51-100 Lawyers) and Managing Partner of the Year (<100 Lawyers), showing our commitment to providing a great place to work and grow a career.

Working at the Firm

Wynn Williams is committed to providing a supportive environment for its staff and plenty of opportunity to learn and grow. Graduates and clerks will be provided with a buddy and a supervising lawyer so that they have a specific point of contact within the area they are working. This not only provides an opportunity to shadow senior lawyers but also get to know how the firm works from an inside point of view.

Graduates hit the ground running, within the first few days they are usually drafting documents, and within the first week, attending court. Weekly training sessions are provided to staff encouraging ongoing learning at all levels, and mentoring from some of the best lawyers in New Zealand.

In addition there are various other benefits to working at the firm, such as Social Club events, Staff Board representation, monthly drinks and morning teas, and the opportunity to attend young professional events with VIP speakers.

Opportunities for Students

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

For more information, visit our website

www.wynnwilliams.co.nz/launch

You'll become part of the firm from the day you start and have the opportunity to take part in all firm activities – including social club, young professionals and other events. We want your experience with us to be as holistic as possible to give you the full Wynn Williams experience.

Wynn Williams really can help you launch your career - current Managing Partner Jared Ormsby started as a graduate with the firm in 2003.



WYNNWILLIAMS LAWYERS

Your career?
It starts here.

wynnwilliams.co.nz/launch



Anthony Harper

General Details

Locations: Auckland and Christchurch

Areas of expertise: Anthony Harper is a full service law firm with 21 specialist areas, comprising a mixture of practice areas and industry sectors including: banking and finance, insolvency and corporate recovery, construction, corporate advisory, cross border investments, employment, food and beverage, health and safety, hotels and tourism, insurance, intellectual property, litigation, logistics and transport, manufacturing and exporting, property, resource management, retail, retirement villages, tax, technology and trusts and asset planning.

Staff: 120

Contact: Jessica Friend, HR Advisor, jessica.friend@ah.co.nz

About the Firm

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

Our team is recognised as experts in our specialty areas and this is reflected in the rankings for the Legal 500 Asia Pacific, Chambers and Partners Directory, Asia Law Guide and the IFLR 1000. We are proud that ten of our young lawyers are ranked as 'Next Generation Lawyers' in the 2018 Legal 500. Our specialty areas of banking and finance, corporate advisory, litigation, property, construction, insolvency, intellectual property, technology, logistics and transport and employment are all ranked in the Guide.

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

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

Working at the Firm

At Anthony Harper, it's all about our people and the way that we work, both within our chosen areas of expertise and with one another. As the winner of the New Zealand Law Awards Employer of Choice Award for three consecutive years, we know the difference that a truly interested, passionate and enthusiastic approach can make to an outcome. This is what we call the Anthony Harper Way:

- Upfront, honest and accountable
- Think best
- Whatever it takes
- Proud to be us
- We've got your back

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

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

We are proud of our association with both the Summer Theatre in Christchurch and the Pop-up Globe in Auckland. In 2016/2017 seasons over 200,000 people in New Zealand attended a theatrical performance sponsored by Anthony Harper. This included over 35,000 school children.

Opportunities for Students

Anthony Harper runs a summer law programme designed to give students real-world experience of what it takes to be a lawyer in a top firm. Our clerks are given the opportunity to really practice and hone their legal skills across our specialist teams. We look for students with a strong academic record, a can-do attitude and a willingness to be an active member of our team. Applications for our summer clerk programme open in April 2018.



Clerk Profile:
Katie Logan
University of Otago

Why did you choose Anthony Harper?

I applied to intern at Anthony Harper because it had a reputation for being a leading firm that was both forward thinking and down to earth. I wanted to learn from the best in an environment that would support my development, and thought that Anthony Harper would provide me with this.

I chose to continue working at Anthony Harper after my internship because of the people. Anthony Harper is full of hard working, interesting and fun people who really know their stuff. They gave me real work from the start and always have time to help me to develop my legal skills.

For these reasons, I think Anthony Harper would be a great choice for any young lawyer.

If there was one piece of advice you can give a student about choosing the right place to intern, what would it be?

You are going to be working wherever you intern for a big part of your summer, and hopefully full time in the future - so don't rush into anything. Make sure that it is a good fit. Every firm has a different attitude towards their employees and a different culture. Ensure that wherever you chose to go will provide you with the lifestyle that you want and the work environment that you enjoy. This can be hard to do when you are new to the job market. I based my views off speaking to people who had graduated university a few years ahead of me.

What was the most enjoyable experience you had?

I found university very theoretical. It didn't teach me the practical skills that I use everyday at work, nor did it give me a good insight into the industry. So for me, the most enjoyable part of my internship was getting the opportunity to develop my practical legal skills and experience what working in law is actually like.

I also really enjoyed the social aspect of my internship. Interning over the summer is great because you can go along to some of the many functions and networking events that are on. This meant I was able to meet new people and get to know the team at Anthony Harper better.

What was the biggest success of your internship?

Prior to my internship, I had heard horror stories of summer clerks spending all of their time photocopying or organising social events rather than doing legal work. This wasn't an issue at Anthony Harper. The biggest success for me was definitely gaining the trust of my team so that they were happy to include me in complex and challenging work. The partners, associates and solicitors in my team took the time to teach me and were always supportive if I had any questions.

Duncan Cotterill

General Details

Locations: Auckland, Wellington, Nelson and Christchurch.

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

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

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

About the Firm

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

Working at the Firm

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

Opportunities for Students

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

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



Graduate Profile:
Alexander Best
University of Auckland

What team(s) do you clerk in? If you are in more than one team, what team is your favourite and why?

Duncan Cotterill has a graduate rotation programme, so I spent approximately six months in corporate/commercial (covering areas such as banking and finance, property, construction, IT, and private client) and six months in litigation & dispute resolution. My first year also included some work for the employment team, so I really had the opportunity to explore a wide range of areas. In the end I chose litigation & dispute resolution as I enjoy the variety of work that team provides.

What do you enjoy most about working at Duncan Cotterill?

I found I have had a lot of contact with partners compared to other large firms. I was given opportunities early on to participate in all stages of projects, deals, and cases. During my rotation in litigation and dispute resolution I appeared in the High Court a month after I was admitted. I think this represents the best part about the firm: it's unique in that it has a large national presence which leads to great work from a range of clients, but with a culture that allows for high levels of partner contact and participation in the front end of the work itself. The promotion of young partners in our office has also brought a new energy and approachability to higher levels of the firm in general.

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

Starting any new job is always a challenge as you get to know the ins and outs, but I would say the balance between producing high quality work in an efficient and cost-effective way for the client remains a good challenge.

What are the social opportunities like at Duncan Cotterill?

Great! Whether it's sports, attending shows or hosting events in the office, there's always something on. You get out as much you put in, so being involved with the Social Club has been a great way to suggest new social events for the office. Firm-wide grad training and the annual events such as the ski trip have also provided opportunities to meet grads from around the country.

What makes Duncan Cotterill different from other firms?

In my first 18 months I went to the Supreme Court, appeared as junior counsel in a three week trial, travelled domestically for case preparation and internal training, participated in mediations, and worked on cases and attended social events with our international legal network, TerraLex. I think this is unique for someone who is at my level in one of the large national firms.

What has surprised you about working at Duncan Cotterill?

Two things; the responsibility for files I have been given early on, and also the support I've received for pursuits outside the strict confines of work such as my continued involvement with the University.

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

Our national litigation forum would have to be up there – a two-day “mini-conference” involving all four offices where we heard from keynote speakers on various topics by day, and socialised by night.

EY Law

General Details

Locations: Auckland, Wellington.

Contact: gradhelp@nz.ey.com

About the Firm

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

Working at the Organisation

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

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

Opportunities for Students

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

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

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

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

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



Graduate Profile:

Ryan Moulton
University of Waikato

What team are you working in? If you have worked in more than one team, what team was your favourite and why?

During my first year I rotated between the Corporate & Commercial, Employment and Health & Safety, and Private Clients & Trusts teams. This exposure allowed me to determine that Corporate & Commercial law resonated most with me. While I like the technicalities of trust law and the human aspect of employment law, I enjoy the challenge of documenting transactions and guiding companies through the intricacies of New Zealand company and commercial law.

What do you enjoy most about working at EY Law?

As a graduate entering legal practice for the first time, it can be an intimidating and stressful period. Due to its place in the market and its association with EY, EY Law offers a unique opportunity to grow and develop as a junior lawyer. Everyone is extremely supportive and willing to take the time to help you out. I like the idea of being a part of something different and new. The global legal landscape is changing with the age of digital disruption, so it is interesting to be associated with an organisation that for many in the legal space has the potential to be a major disruptor, and is seen to be at the forefront of such change.

What makes EY Law different from other firms?

EY Law is a boutique firm connected to the global EY network. In any given day we can be in contact with multiple EY Law offices around the world, working on engagements together or providing advice from a New Zealand legal perspective. The ability to team with other EY professionals means that we can combine legal knowledge with strategic insight, providing our clients with a broad service offering which benefits them significantly. For clients wishing to enter the New Zealand market or wishing to expand overseas, this capability provides interesting and exciting possibilities.

Can you tell me about a standout moment or memorable experience that you've had at EY Law so far?

Recently, I was fortunate enough to be included on a team to provide key legal services to one of the world's biggest technology companies. It is a global engagement that will involve all 80 jurisdictions that EY Law operates in. On one particular conference call we had representatives from nearly 10 different jurisdictions and multiple time zones.

Gilbert Walker

General Details

Location: Auckland.

Areas of Specialisation: Commercial dispute resolution.

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

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

About the Firm

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

Working at the Firm

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

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

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

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

Opportunities for Students

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

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

Graduate Profile: Benedict Tompkins

What team/s did you work in?

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

What did you enjoy most about working at Gilbert Walker?

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

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

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

What are the social opportunities like at Gilbert Walker?

In a word, civilised. And pleasingly frequent.

What makes Gilbert Walker different from other firms?

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

Greenwood Roche

General Details

Locations: Auckland, Wellington, Christchurch.

Areas of Specialisation: Commercial and public property projects, infrastructure, energy and natural resources.

Staff: 45 legal staff, including 11 partners

Contact: Bob Roche (Partner), bob@greenwoodroche.com

About the Firm

Greenwood Roche is New Zealand's leading projects firm, advising on the property, resource management, corporate, commercial, finance and construction law aspects of clients' projects.

Typically these projects include the acquisition, development and disposal of significant assets, including housing, infrastructure, town centres, local and national community facilities, forests, energy generation and distribution, and major buildings. These projects have a significant and positive influence on New Zealand's economy and built environment.

We also advise central government on many of its policy initiatives, including being the lead external advisor to the Crown on the Treaty settlement process. Through this role, and others, we are involved in designing instruments to give effect to policies, and even drafting legislation.

We have a diverse mix of clients, including the Crown and public sector entities, international and national investors and developers, corporates, iwi and private clients.

Working at the Firm

Our senior lawyers come from leading firms in New Zealand, the UK and Australia and, unlike many other firms, we are one team – an approach taken seriously, both in terms of what we offer our clients and what we offer our lawyers. In real terms, this means we avoid internal competition between teams and we select the best-suited people for each job on a case-by-case basis.

We also ensure our clients and staff have ready access to the diverse range of experience and skillsets the firm has to offer. This approach allows our people to discover, experience and focus on what interests them. With three locations and clients undertaking significant projects across New Zealand, our lawyers have the opportunity to work around the country.

One of our guiding principles is to do excellent work for top-tier clients, and we balance this against the wellbeing of our lawyers and their families. The firm is structured to ensure that work enhances from the other parts of our lawyers' lives. We care that our colleagues are not overworked, and that they have the flexibility they need to achieve real work/life balance.

We also provide medical insurance and a gym subsidy to law clerks and lawyers, and meet their mobile phone costs.

Opportunities for Students

We offer challenging and high-quality work, a broad practice, greater partner supervision and client contact, a healthier work/life balance and superior remuneration. We also have fun.

We are committed to giving our graduates and summer clerks the best possible start to their careers. Many of our recent graduates have come to us from clerkships and positions at New Zealand's large firms, in the judiciary and in government.

We recruit summer clerks for the November to February period, with law clerks generally starting in February. Applications are open all year, with a recruitment focus early in the year.



Law Clerk Profile:
Caleb O'Fee,
Victoria University
of Wellington

Tell me about your experience at Greenwood Roche so far.

I began as a summer clerk in 2016/2017 before resuming as a Law Clerk at the end of the 2017 university year. Within my first week, I had already been involved in a number of high level projects which engaged both public and private law issues. I must admit I was fairly anxious when I started, but the team at Greenwood Roche was so supportive and confident in my abilities that I felt right at home in no time.

What is the most challenging part about working at Greenwood Roche?

Probably the diversity of the work that you will encounter on a daily basis. No two days are ever the same, and this challenges you to think on your feet to come up with a solution to the issue at hand.

What do you enjoy most about working at Greenwood Roche?

The people and the culture. Greenwood Roche is like a big family. Everyone is made to feel welcome and there is a genuine commitment to ensure that the firm's greatest asset, its people, are taken care of.

What makes Greenwood Roche different from other firms?

The diverse range of work and the highly collaborative environment. Teams are formed on the basis of projects, not subject areas, so you work with multiple partners and in several practice areas.

Kiely Thompson Caisley

General Details

Location: Auckland CBD and Wellington CBD.

Areas of Specialisation: Employment and immigration

Staff: 14 staff, 4 partners

Contact: Melanie Nicholas, Practise Manager, nicholas@ktc.co.nz

About the Firm

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

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

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

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

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

Working at the Firm

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

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

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

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

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

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

Clerk Profile:

Anna Blokker, University of Auckland

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

KTC is a specialist employment law firm so I primarily work with the solicitors on employment law matters. It has been great to get such a focus of knowledge in this area of the law and was really helpful to my employment law study at university. We also do immigration work mainly for employers so it has been interesting learning about how our immigration system works.

What did you enjoy most about working at Kiely Thompson Caisley?

I really enjoy being a part of small firm because it means I have gotten to know everyone working here and get a variety of work from both the solicitors and the support staff. I love how people are genuinely interested in my input and ideas. It is really interesting being able to see the law I have learned in theory at university being put into practice.

What was the most challenging part about working at Kiely Thompson Caisley?

The most challenging part was prioritising the work I got from different people as well as balancing my time between working and studying. Ultimately I found a good balance and have become much better at managing my time effectively since working here.

What are the social opportunities like at Kiely Thompson Caisley?

We have a great social club at KTC. We have dinners and activities like going to an escape room experience. It is also great to wind down at Friday night drinks and morning teas with everyone at work.

What makes Kiely Thompson Caisley different from other firms?

KTC is a close team with great expertise in its chosen area of law. It is easy to fit into the KTC family and you feel like you are working with the very best in employment law. This is a valuable opportunity compared to larger firms where the more areas of law are practiced with less particular focus.

What has surprised you about working at Kiely Thompson Caisley?

I was surprised at what an enjoyable and welcoming place this was to work in. This has been my first legal job and I found it easy to fit into the team rather than feel intimidated by all the clever people that work here.

What has been your favourite experience whilst working at Kiely Thompson Caisley so far?

My favourite experiences are when I get to work closely with the practical content of matters for example I got to attend a formal meeting between employer and employee.

Simmonds Stewart

General Details

Locations: Auckland, Wellington and Singapore.

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

Staff: 5 partners, 8 legal staff.

About the firm

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

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

Lawyers in our commercial team help tech companies with all of the contracts needed to develop a successful technology business, including T&Cs for apps and SaaS products, licence agreements, customer contracts, distributor/reseller agreements, and large ICT project agreements. There is a heavy international element to this work – our lawyers are often involved in the negotiation of agreements with international parties including multinationals and government (and sometimes sovereign) agencies.

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

Working at the firm

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

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

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

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

Opportunities for students

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

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

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



Graduate Profile:

Sam Kaelin
Victoria University
of Wellington

What teams do you work with?

I work with both our corporate and commercial teams, which brings huge variety to my work. In a single day, I could expect to help draft a Singapore company's constitution, review a SaaS agreement, and prepare documents for an international investment transaction.

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

Each month, I visit The IceHouse, an Auckland tech incubator, to provide free legal advice to the startup community. This has introduced me to startup entrepreneurs and the types of questions they have about running and growing their businesses. Not only have I been able to hear about their innovative ideas or products, but I've learned quickly to think on my feet and to gain confidence in explaining different aspects of the law.

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

Juniors are given the opportunity to take responsibility for matters and work autonomously early on, meaning we're expected to learn quickly and work within tight timeframes and on multiple projects at once. Yet, with our smaller size, we work closely with partners meaning any answer is a simple question away.

What makes Simmonds Stewart different from other firms?

Specialising in the tech sector means you're interacting with clients who are pushing the boundaries in their industries and are undergoing lightspeed growth both locally and internationally. The firm also fully embraces the way technology is disrupting the legal sector, meaning as a young lawyer you're being equipped with the skills that all lawyers will need to master in future, including coding or other forms of document automation.

Wilson Harle

General Details

Location: Auckland CBD.

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

Staff: 10 lawyers, 4 partners.

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

About the Firm

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

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

Working at the Firm

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

Employment Opportunities

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

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

Summer Clerks' Profile:

Taoran Li
University of Otago

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

Wilson Harle has a "one team philosophy" which means the firm is not siloed into different sections for distinct areas of law. Therefore, there is an active cross fertilisation of ideas from different legal minds throughout the firm, everybody constantly collaborates when tackling legal problems. Work can be delegated directly from partners to law clerks, and you have a chance to be involved with different projects from a variable cross-section of the firm.

What did you enjoy most about working at Wilson Harle?

Its people and its work. Wilson Harle has a very social, down to earth, and non-hierarchical culture. There is always humorous "banter" to partake in and being in a small firm means that you quickly form good quality relationships across the firm. When assigned a new matter, the supervising solicitor or partner will often ask for my opinion. I was encouraged to bounce ideas off others. Since the work is varied, I was also given a lot of opportunities to wrap my head around novel legal concepts that I hadn't studied before.

What makes Wilson Harle different from other firms?

Wilson Harle has the best of both worlds in that it has the big clients and legally significant cases that is expected in big firms, but the autonomy, independence and free flowing structure of a boutique firm. The firm's specialist focus in litigation ends up leaving you with a thorough understanding of the legal process: namely, how disputes arise between parties, and how they get resolved in the real world. Additionally, Wilson Harle doesn't shy away from having you do real, hands-on legal work – something not always the case in large law firms!

Criminal

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

(Martin Luther King)

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

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

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

Crown Solicitors

Crown Solicitors are private legal practitioners appointed on the recommendation of the Attorney-General and by warrant of the Governor-General. The Crown Solicitors are appointed for a particular district, usually in a High Court centre, and are responsible for the conduct of Crown prosecutions (previously known as indictable) in the High Court and District Court on behalf of the Crown. The Solicitor-General has overall responsibility for the supervision of Crown Solicitors, with assistance from the Deputy Solicitor-General (Criminal law) in relation to prosecutions.

There are 17 Crown Solicitors throughout New Zealand and their contact details may be found here:

www.crownlaw.govt.nz/about-us/crown-solicitor-contacts/

Meredith Connell

General Details

Locations: Auckland, Wellington.

Areas of Specialisation: Full service law firm.

Staff: 200+ staff

Contact: Managing Partner, Steve Haszard; steve.haszard@mc.co.nz

About the Firm

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

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

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

Working at the Firm

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

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

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

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

Opportunities for Students

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

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

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

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

Kayes Fletcher Walker

General Details

Location: Manukau.

Areas of Specialisation: Criminal and regulatory litigation.

Staff: 42 staff

Contact: Ned Fletcher (Director), ned@kfw.co.nz

About the firm

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

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

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

Working at the firm

All of the firm's 34 lawyers appear regularly (near enough to daily) in the three South Auckland District Courts (Manukau, Papakura and Pukekohe) and the Auckland High Court, prosecuting a wide range of crime including cases of fraud, drug dealing, sexual assault, aggravated robbery and murder. The appearances include not only judge-alone and jury trials but also pre-trial evidential challenges (such as to Police search warrants and suspect interviews), bail hearings and sentencings. Given the volume and variety of work, Crown prosecution offers young lawyers unrivalled litigation experience.

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

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

Opportunities for students

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



Graduate Profile: Dino Muratbegovic

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

The best part of working at KFW is feeling as if you are contributing to something that is totally new and uniquely positive, at a critical part in its development. The firm is committed to fair and balanced prosecution in a way that reflects the community in Manukau, rather than stands apart from it. As a junior prosecutor, you can see how much pride everyone here takes in that philosophy and how it is practiced on a day to day basis. It informs every decision that is made and every step that is taken.

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

One of my favourite moments in my time here was our mid-winter dinner, which doubled as a leaving dinner for two of our prosecutors. Though there were more than 40 people there, it felt like a small and incredibly personal gathering, filled with laughter and waiata. It seemed like we were saying goodbye to a relative going overseas. More than anything else, to me, this reflects how people here are welcomed, treated, and celebrated like family. The personal challenges that practising criminal law presents seem immeasurably easier when they are shared in this way.

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

The most challenging part about working at KFW is playing a part in, and taking responsibility for, decisions that affect the lives of real people and their families. The consequences of these decisions are not hypothetical or abstract; you see and hear them in court every day. All of our prosecutors contribute to these decisions, to a greater or lesser extent, depending on their experience. This is, I think, where the support available to you makes all the difference.

What are the social opportunities like at Kayes Fletcher Walker?

In short: fun, frequent and totally informal.

What makes Kayes Fletcher Walker different from other firms?

From the point of view of a junior prosecutor, apart from its culture, KFW puts you in court. Day in and day out; from almost your very first day. So far, I have been lucky enough to be involved in bail and sentencing appearances, trials by jury and judge alone, as well as appellate work, and appearances before the Parole Board. The lessons you learn from being on your feet just cannot be replicated. To this end, the litigation experience you get from Crown prosecution cannot be found anywhere else.

Public Defence Service (PDS)

General Details

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

Areas of Specialisation: Criminal, litigation.

Staff: 230 (180 lawyers).

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

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

About the PDS

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

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

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

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

Working at the PDS

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

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

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

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

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

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

Opportunities for you

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

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

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

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

To apply for roles with the PDS please visit <http://www.pds.govt.nz/careers-with-the-public-defence-service/> and see our **LinkedIn** page.

We recruit for our summer intern programme and law graduate programme in July.



Passionate about justice?

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



pds.govt.nz



In-House Legal Teams & Corporate Advisories

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

(Rennard Strickland and Frank T. Read)

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

In-House Lawyers Association New Zealand (ILANZ)

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

Visit ilanz.org for more information.

The role of an in-house lawyer

An in-house lawyer provides legal advice to their employing organisation. More than 2,700 lawyers (one-fifth of New Zealand's legal profession) practise in-house. They are employed by public and private companies, government, not-for-profits and other entities to provide in-house legal advice and other legal services.

Work environment

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

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

How to become an in-house lawyer

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

To practise as an in-house lawyer you need a practising certificate. If you undertake "reserved areas of work" (as set out in section 6 of the Lawyers and Conveyancers Act 2006 ('the Act')) for your employer or if you are to describe yourself as a lawyer, solicitor, counsel or any of the other terms set out in s 21(1) of Act, you must hold a practising certificate to do so.

The role of ILANZ

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

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

We value being:

- Member focused
- Collaborative
- Quality driven
- Innovative.

Scholarship opportunities

Practising in-house lawyers and postgraduate law students are eligible to apply for the annual ILANZ scholarship worth up to \$10,000. Further details, including how to apply, are available through www.ilanz.org

General Details

Locations: Auckland, Hamilton, Rotorua, Wellington, Christchurch, Dunedin, Queenstown.

Contact: Amelia Jull, Graduate Recruitment Advisor, ajull@deloitte.co.nz

Website: www.deloitte.com/nz/students

About the Firm

Deloitte is the largest and most diverse professional services firms in NZ with more than 115 partners and a national team in excess of 1300 across eight offices nationwide. It provides Assurance & Advisory, Tax, Consulting, Financial and Risk Advisory services. Deloitte is ranked as the world number one Consulting practice making it a top-tier employer. Our teams work with clients ranging from NZ's largest companies to smaller businesses with an ambition to grow.

Our people and culture make Deloitte a great place to work. The culture is about inclusion, collaboration, high performance and opportunity. Deloitte is also a truly international organisation, with over 200,000 professionals in 150 countries. People have moved overseas for extended periods of time to support a specific client or assignment or to capitalize on opportunities in emerging markets. Therefore there are countless opportunities to travel with Deloitte.

Starting at Deloitte

Deloitte has a comprehensive induction programme to support those transitioning from university to the professional workplace. Its support network is unmatched; boasting buddies, mentors and counsellors working to support the growth and progression of its people. Deloitte empowers its people to learn by doing. Graduates attend the New Zealand National Graduate induction in Auckland, bringing together Partners and acclaimed speakers from across New Zealand and Australia for a fun filled, expenses paid three day conference.

What Service Line should I apply for?

While law students are capable of working in any area of the firm, they are particularly suited to roles in Consulting and Tax & Private.

Consulting is about having the ability to work in a particular mind-set to solve business problems. Your law degree will help you to look at a problem from your client's perspective and to use your knowledge and analytical skills to form a reasonable answer and figure out the way forward.

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

- Research and interpretation of the law and coming to reasoned legal conclusions
- Solving real legal problems
- Challenging the status quo - pushing the law and interpreting the law in ways that are new
- Shaping the law - Deloitte plays an active role in providing feedback and making submissions in relation to the development and clarification of tax law.

Employment Opportunities

Deloitte offers an internship programme for students in their penultimate year of study. The programme is designed to expose students to life at Deloitte, meaning interns do real work with clients. The firm also employs graduate students going into their final year of study. Applications open mid-February for internship positions for 2018/2019 and graduate positions for 2019. Follow their Instagram at [deloitte_nz](https://www.instagram.com/deloitte_nz) and Facebook at Deloitte NZ.



Intern Profile: Steph Eady

What kind of work have you been doing at Deloitte?

My team prepares financial statements, tax returns and assists clients with tax compliance. I have also been involved in a number of monthly accounts for clients, which I thoroughly enjoy. This work involves getting to know the client's business in more depth, so that we can assist them with business decisions and forecasting.

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

The most challenging part about working at Deloitte is working for so many people at any one time. While this is also a great advantage to being at a big firm, it does mean that you have to learn to prioritise tasks and organise your time to ensure you can complete the work that you have been given.

What have you enjoyed most about working at Deloitte?

I have enjoyed how much Deloitte has to offer in terms of personal learning and development. Deloitte enables you to work with such a diverse set of people, with unique skill sets. This has meant that I have been able to expand my own knowledge at an accelerated pace. Deloitte provides you with many opportunities to get involved with such a range of work and industries.

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

While my work is mainly accounting based, I have found my legal knowledge and skills have helped me with many aspects of my job. Specifically, keeping up-to-date with tax law changes enables me to add value to my clients by informing them of changes that may affect their business.

Deloitte.

Leave an impression that defines you

What impact will you make?

www.deloitte.com/nz/students



General Details

Locations: Auckland, Wellington, Christchurch.

Contact: gradhelp@nz.ey.com

About the Firm

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

Work at the heart of global business and be part of a team that includes 250,000 people in more than 150 countries. This cross-cultural strength brings together diverse perspectives. It helps provide approaches that EY's high-performing teams use to provide exceptional client service worldwide.

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

Working at the Organisation

EY's culture is built on a simple motto: One part professional, one part personal. It has created an environment that values the whole person and provides the right amount of flexibility so all employees can spend time on the things that truly drive them. With flexible working hours, the technology to work remotely and a holistic culture, EY people are finding the balance they need to succeed.

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

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

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

Opportunities for Students

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

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

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



Graduate Profile:

James Kara
University of Auckland

What kind of work have you been doing at EY since you started?

Since I started with EY I have worked in Tax and Tahī (our Māori sector professional services organisation).

A typical week sees me working with clients to help them with their tax advisory, planning and compliance as well as participating in both internal and external training sessions. I have been involved in advising on tax implications on land and property transactions and working with large multi-nationals on various international tax and structuring matters. I have also worked with iwi assisting with structuring their group pre and post Treaty settlement.

What did you enjoy most about working at EY?

There are four factors for me; one being the way in which flexible working is encouraged whether it be working from home or the hours that work for you. Second, the way in which diversity and inclusiveness is normalised as part of our culture. And thirdly, everyone from senior leaders to graduates being open and available on a daily basis. The other great thing about working at EY are the opportunities.

What was the most challenging part about working at EY?

For me the most challenging part was finding my feet when I started. The first few months were definitely a big learning curve and while there was constant support it took a while before I really felt comfortable in my role. However the key was to ask questions of anyone and everyone and just keep learning!

What are the social opportunities like at EY?

There are many opportunities to get involved and socialise. Whether it be informal weekly drinks, monthly drinks, quarterly events, the EY ball or Christmas parties there is always something if you want to be involved! I think one of the best things is that the choice is yours!

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

There isn't a day where I am not looking at legislation and case law. Every part of what we do in tax revolves around the law and, given tax law is very dynamic and fluid we are always needing to stay on top of the constant changes.

Social Justice

“If we choose not to get involved or pretend it's not happening, we're going against the very sense of connection that makes us human.”

(Brené Brown)

Many students want to use their law degrees to contribute to the advancement of society, and there are numerous opportunities in the field of social justice. Some organisations aim to provide accessible legal information and services to those who might not otherwise be able to afford it. Others require legal support in their missions to create a better society for everyone. Work in social justice is diverse and rewarding, and develops comprehensive and practical legal skills. Social justice work can often be accommodated alongside other employment. Social justice organisations generally rely on donations and volunteers to sustain their activities, meaning there are a range of ways to get involved. Alternatively, many legal employers (especially law firms) allow their employees to undertake pro bono work for the wider community alongside their regular work.

Citizens Advice Bureau

General Details

Locations: Over 80 around the country from the far north down to Invercargill, and from major metropolitan areas to small, rural communities.

Staff: Over 2,300 trained volunteers

Contact: If you're interested in volunteering, the best thing to do is to contact your local CAB, which can be found here: <http://www.cab.org.nz/acabnearyou/>

About the Organisation

The aims of Citizens Advice Bureaux New Zealand are to:

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

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

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

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

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

Opportunities for Students

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

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

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

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

It is a position that would not only look great on a law student's CV, but one that would also provide beneficial practical experience of dealing with clients. To find out more visit our website www.cab.org.nz/getinvolved/volunteer or contact your local CAB www.cab.org.nz/acabnearyou.

Community Law

General Details

Locations: 24 Community Law Centres across New Zealand that also provide outreach services to suburbs and smaller towns through over 140 locations. Find your nearest centre at www.communitylaw.org.nz

Areas of Specialisation: Family, employment, consumer and debt, tenancy, immigration and some criminal work.

Staff: 88 legal staff

Contact: Students interested in opportunities with Community Law should find their local CLC to contact at <http://communitylaw.org.nz/our-law-centres/>

About the Organisation

The 24 Community Law Centres across Aotearoa are independently run as either charitable trusts or incorporated not-for profit organisations. Each centre has a management committee that plans, governs and promotes its centre. Most Community Law Centres operate with a lot of help from volunteers such as law students and practicing lawyers. With the help of 1500 volunteer lawyers and students, Community Law provides a professional legal advice and assistance service up to 55,000 families a year who cannot afford a lawyer.

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

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

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

Working at the Organisation

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

- Legal advice and representation
- 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.

New Zealand Animal Law Association (NZALA)

General Details

Locations: Throughout New Zealand.

Membership: NZALA has over 400 lawyer and law student members throughout the country. NZALA's membership spans various practice areas, including lawyers working for large commercial law firms, criminal and civil litigators, in-house counsel, lawyers working for government and the judiciary, and includes a Queen's Counsel. The Association has a number of honorary patrons, including the Honourable Michael Kirby AC CMG Australia.

Contact: Law students interested in joining NZALA and seeking opportunities should visit <http://nzala.org/membership/>

About the Organisation

Founded in 2014, the New Zealand Animal Law Association is a coalition of lawyers working to improve the welfare and lives of animals through the legal system, and to promote and grow the field of animal law within New Zealand.

We work to:

- Promote positive legislative reform of animal law by writing submissions and reports to Select Committees and the National Animal Welfare Advisory Committee
- Improve public awareness of animal law through public lectures, seminars, and other outreach efforts
- Facilitate animal law scholarship by publishing articles on animal law
- Provide free legal assistance to animal protection organisations
- Assist with animal cruelty prosecutions
- Promote the field of animal law at New Zealand law schools through community placement programmes.

Opportunities for students

NZALA has a strong student membership and seeks to encourage future members of the legal profession to get involved in promoting animal welfare through the law.

Membership with NZALA provides several benefits including:

- Discounted rates to seminars and conferences
- Access to educational resources
- Members events
- Subscription to the quarterly newsletter.

Students can assist NZALA in:

- Legal research, writing and editing (including assisting with submissions to Select Committees and the National Animal Welfare Advisory Committee)
- Assisting with the provision of legal education
- Administrative and IT tasks.

Community placements can be done with the NZALA and will involve assisting in research and writing on topics in animal law. The work can be completed around your university commitments on a negotiated basis regarding the number hours per week required. We are happy to hear from anyone interested in assisting in this work.

Alternative Careers

“Your career is like a garden. It can hold an assortment of life’s energy that yields a bounty for you. You do not need to grow just one thing in your garden. You do not need to do just one thing in your career.”

(Jennifer Ritchie Payette)

Not everyone with an LLB wants to work as a lawyer. There is a plethora of opportunities that open themselves up once you have an LLB. Options include becoming a judge's clerk, politics or working in a trade union. This chapter will explore some of the options available and interview some people who have an LLB but are not working as a lawyer.



Politician Profile: Winston Peters

Why did you decide to get into politics?

I realised one day, while a practicing lawyer, that I wanted to create change for the good from the inside rather than the outside.

What do you see as the most valuable function of politicians?

They are critical to the expression of the varied public will, mood, and opinion in a democracy.

Do you think that politicians with LLBs approach the job differently to those without?

Yes they do. And many modern Western democracies – US, Canada, UK, and Australia have politicians with legal training. In the United States a large number of senators and congressman have had legal training. Being an LLB graduate helps you judge the facts and sides and angles to an argument.

Have you found your legal knowledge useful in your role?

Yes, it helps you see four sides to an argument. For some that can be a hindrance when doing an interview with the media. Often the reporter seeks one answer to an issue rather than being given answers which look at different angles.

What skills, from the LLB, have been most valuable for your day to day as a politician?

Not so much an LLB but the most valuable skill at a politician is being able to focus on the facts and details, stack them up and eliminate everything else.

Was there any point of your degree that made you feel your aspirations may be unachievable. How did you overcome this?

The beauty of a legal education in particular is that you can reach a point where it opens up its focus and you realise how far it can take you.

What do you enjoy most about the work that you do?

Well it is never boring. You deal with constantly changing circumstances and there can be a whole heap of frustrations, but it is never boring.

Are there moments in your work as a politician where you feel like you wish you did things differently at law school?

No, not because I would do anything differently. It's pointless to worry about now because I couldn't do a thing about it.

Do you have any fun anecdotes or stories from your time at law school?

Yes (pauses-smiles) but I'm not going to share them with you now.

What advice would you give to those wishing to pursue a career in politics?

Find out as much as you possibly can about politics. And then go to extremes to find out what really is going on.

If it's something you want to do for your country, proceed.

If it's about what you want to do for yourself, don't.



Politician Profile: Chlöe Swarbrick

Why did you decide to get into politics?

It's a bit of a cliché. I was just feeling rather grumpy about the way things were. I'm born and raised in Tamaki Makaurau Auckland, and I love the city so much – there's so much talent and creativity that I felt was being underappreciated, which if given a spotlight or support could thrive and help cement us on the world map.

At the ghastly sight of a 34.7% voter turnout in local body elections in 2013, I decided to throw my hat into the ring in 2016 with the purpose of trying to highlight the importance of local body politics to our everyday lives, and involve community leaders and academics and researchers in generating policy that'd actively solve the city's problems and reinforce our strengths.

I really didn't anticipate, and feel immensely privileged, for the support that I ended up receiving from nearly 30,000 Aucklanders with their votes – which put me in third place, well behind our new Mayor, but in this bizarre place of having run a somewhat successful campaign with no money, no clue about traditional political campaigning, and no fancy networks. It was always about the people engaged and involved. The best thing is voter turnout went up.

I then joined the Greens, ended up running for Parliament, and as of a few months ago became an MP.

What do you see as the most valuable function of politicians?

Genuinely engaging with their constituency – whether that's geographic, demographic, or one united by ideas. We're all elected to represent the people of this country, and I think unless we continue challenging our understanding of the world, connecting with the grassroots who put us here, and constantly learning we're at risk of stagnating – or worse, forgetting why we're here in the first place.

Do you think that politicians with LLBs approach the job differently to those without? Have you found your legal knowledge useful in your role?

I can't speak for all politicians, but when I first started, I was shocked to find that I didn't have to draft my own legislation. On further reflection, I realised Parliament would be a pretty elitist place if politicians had to do that, but it was a new world to get used to, having resources and assistance for research and execution of your ideas. It drove home that point I mentioned before, how our role really is as a conduit between legislation and the people we represent.

My law degree was hugely useful in that I was already privileged to know about Aotearoa New Zealand's constitutional arrangements, processes for legislation's progression, and how to approach legislation among other things. It made me one of the nerds in the class in MP-induction.

What skills, from the LLB, have been most valuable for your day to day as a politician?

Predominantly, it's the approach to problems. My Bachelor of Arts in Philosophy taught me how to uncover and pursue ideas – how to attack them from each angle and end up with something close to the best version of a theory. My LLB was a hugely beneficial layer on top of that, providing a new mindset for analysis and research and rigorous debate. Of all my papers in the LLB, Alternative Dispute Resolution changed my life and perspective with Nina Khouri's teaching of methodology to approach negotiations and mediations – it's something which colours many of my interactions, from problems constituents face to the debates in the House.

Was there any point of your degree that made you feel your aspirations may be unachievable. How did you overcome this?

I was probably a whole lot more fortunate than most who work through their LLBs in that I wasn't seeking a job in law at the end of it – throughout studying, I ran a number of businesses, worked in reporting at bFM, and tried my hand at a number of community projects. I saw an LLB as the logical extension to my BA in Philosophy – I was really interested in critique of social policy and power structures, and thought that law was the language those policies and power structures was articulated in.

As such, the only aspiration I really had with my law degree, beyond learning, was just finishing it. Many times, balancing multiple projects and jobs and family and finding headspace to plough through some essay or another on some obscure nuanced legal development at 1am I found myself second guessing whether it was worth it. I was really lucky to have the support of my partner in particular, who made sure to offer reality checks – because I was fortunate in that I wasn't aiming for a high-powered law job at the end of it, my marks weren't the most important thing. Learning was. That always helped put it in perspective.

What do you enjoy most about the work that you do?

I'm ridiculously lucky to have a multi-faceted job that encompasses research, presentation, engagement, travel around our beautiful country, and meeting incredible people from all walks of life. I really love that no day is the same.

Are there moments in your work as a politician where you feel like you wish you did things differently at law school?

Haha – I've been told by some in my visits back to law school for political debates and panels that I was known by some as the 'insofar-as-girl' for my contributions to classes. That's nothing I regret though, as I've always kind of accepted my dork status.

I didn't unfortunately have much time to engage in social life at and around law school due to everything on my plate during my years there either, but that's nothing I regret hugely. I somehow managed to make some incredible long-time friends simply by being that 'insofar-as-girl'.

What advice would you give to those wishing to pursue a career in politics?

I think instead of starting from the position of wanting to be a politician, it's really crucial to start from the position of what you want to change, or support, or do. There's a million ways to achieve those outcomes – just work backwards to reverse engineer those outcomes, and you'll find you could be a policy advisor, a grassroots organiser, an academic, a journalist, an activist, a diplomat, a social enterprise entrepreneur, a lawyer, and anything and everything in between. Politics is one wild ride, but it's not something that deserves to be on a pedestal – take it from me.

Trade Union



Interview:
Lisa Meto Fox
First Union

Tell us a little bit about First Union – set the scene.

What is the kaupapa of the union?

- As a union we believe that all people deserve to live dignified lives.
- That translates into having a wage which allows people to not only meet the essentials but enough left over to participate in society, whether that be paying sports fees, having enough petrol to drive to the beach at the weekend, being able to pay for the children to go to school camps etc. It also means having a sense of security around work – knowing when you will and won't be working so that you can plan your life and that of your family.
- Having input into how your workplace is run.
- We want all people to have a sense of confidence, safety and purpose in their work.
- FIRST Union represents a wide range of industries – finance, insurance, retail, stores, transport.
- We are the second largest private sector union in the country with 28,000 members.

What is the main function of your work?

- To empower and grow working people's voice and input into Aotearoa and around the world.

What is it that drew you to work for a union? Did you always know that this was what you wanted to do?

- I knew that we needed systemic change in order for the most vulnerable and marginalised in our society to be able to lead dignified lives.
- There are all sorts of issues which we as a society are confronted with largely caused by poverty and colonisation: the housing and wage crisis, imprisonment numbers, suicide rates, health problems, lack of education, insecure housing and work.
- Prior to this role I worked at the Otago Community Law Centre. The work the community law centres do is incredible and I am impressed by anyone who works there long term. There was a wave of unmet need which we as a little law centre were simply unable to meet. Helping one client to defend a minor theft charge, or individuals fighting eviction, or solo mothers on the benefit claim their full entitlement are all worthy functions. But they simply address the issues on an individual basis.

- For example s 70A of the Social Security Act required a woman claiming the benefit to explain why they did not know who the father was to receive the full benefit. The process disproportionately impacted Māori and Pacific women. Practically speaking it was a humiliating process for the mother to go through in order to receive her full benefit. As community lawyers we were expected to interview the mother and ask extremely intrusive questions to prove that the woman in fact did not know who the father was or fitted into another exception.
- The law was a symptom of a punitive welfare system. Which I felt both personally and professionally was discriminatory.
- Although I interviewed women and wrote letters on their behalf, not only claiming the full entitlement in the future but for the past. I knew that what was needed was for the punitive welfare system to be challenged and in this case s 70A to be repealed.
- I am happy to report that after a political campaign involving submissions to the select committee, media and community organising last week s 70A was successfully repealed.
- FIRST Union not only supports its membership but also other vulnerable groups in society – such as beneficiaries and migrants.
- Working for a union is a political job. It allows you to contribute to systemic change for members and other marginalised groups.

Have you had any experience working in law firm? If so, how has your experience as a union representative differed to that?

- I have worked in private practise. The difference is working at a systemic, collective and individual level, rather than purely representing an individual client.
- Working for a union you have more responsibility and autonomy much earlier on than working at a firm. The work you get is a lot more varied – you research, write opinions, advise members, do media interviews, negotiate collective agreements and recruit people to join the union.

Has your LLB come in handy? Is the work that you do enhanced by the knowledge that you gained from your LLB?

- Yes my LLB comes in handy. It gives me another tool in the tool box. I can research legal issues and have a legal method to apply.

A lot of people enter into the LLB in the hopes of 'being able to help the little guy' – do you think your work is 'standing up for the little guy'?

- There is a fundamental imbalance of power between employers and employees (recognised in the Employment Relations Act 2000). Unions organise, mobilise, educate and struggle to redress that imbalance of power.

Is there any advice you would give to students wishing to find a career in a union?

- If you have a part-time job join your union. If you are unsure who represents your industry call the CTU. Join the student union. Unions want to see that you have a genuine commitment to social justice.
- Get involved in what you care about, local council, join a political party, volunteer at the community law centre, Women's Refuge, volunteer at your union, if there isn't a group trying to fix the issue you care about create one.
- I believe that in order for us to have a just society we must have an equal society. Working for a union means I have the privilege of playing a part in the redistribution of wealth from the haves to the have nots. So at its core I believe working for a union is about fighting for a more just society.

Judges Clerk



Profile:
James Toebes

For whom do you clerk and in which court?

This year I clerked for Whata J and Christiansen AJ at the Auckland High Court. At the Auckland High Court we change judges after a year, so in 2018 I will be working for Moore and Heath JJ.

What is your role as a Judges' clerk?

The nature of the role differs a fair deal day to day and clerk to clerk (depending on who you work for), but in short comprises:

- Pre-hearing memos on cases being heard in the upcoming week
- Research on particular areas or questions of law that arise
- Proof-reading, which takes a number of forms:
 - Substantive proofs
 - Fact-checks/evidential proofs
 - Proofs for spelling and grammar.

What qualities are necessary for the position?

In many respects, the same professional skills that would be expected of a graduate at a law firm or junior at a chambers are required. That includes appropriate time management skills, a professional attitude and positive work ethic. Additionally, you should have a good head for research, interest in the law, an eye for detail, and ideally a degree of lateral thinking and comfort challenging the ideas and arguments you encounter.

Have you had any experience working in a law firm? If so, how would you say that experience differs from working as a Judges' clerk?

I was a summer clerk at Russell McVeagh over the summer of 2015-16. I thoroughly enjoyed it and would have happily returned this year, but for getting this job. There are similarities and differences in the roles. The firm environment is more structured, and you are likely to receive more direct training and feedback. That cuts both ways. There is real value to that training, but equally it is not absent in this role, and in my view more than made up for by the proximity you get to some of our leading legal minds, and the ability to engage in a substantive way with legal issues regularly. In a law firm you are often part of bigger team; as a clerk you report directly to your judge.

It is also worth noting that with the High Court's workload, aspects of the job resemble work at a litigation practice. For one thing, you will quickly become comfortable with civil and criminal procedure. My understanding is in the more senior courts (Court of Appeal and Supreme Court), there is more time for research, and the role is slightly more academic in nature.

What sort of social opportunities are there as a Judges' clerk?

We are employees of the Ministry of Justice – take from that what you will. There are certainly not the perks of a role in the private sector. That said, we do our best, and do our own Friday night drinks weekly. There are also drinks with the Judges and other court staff regularly during the year. In the Auckland High Court, there is the added benefit of working out of the "Clerkery", which houses all 16 of us, and is a supportive working environment, equal parts diligent and entertaining.

What advice would you give to students wishing to apply?

Try to establish early on whether law is for you. You don't need to come into law school with this job in mind – I certainly didn't – but it is a shame that some students realise too late that they would like to be a clerk, and by that time have missed out. I feel like I was sleep-walking in my early years in law school.

It was only a spark in my third year that made me back my ability in law, and only in my fourth and fifth year that I began to develop a real interest in the law and engage in the content of courses in a way that made me interested in potentially pursuing law as a career. The sooner you can do that, the sooner you will know whether the job appeals, and the sooner you can take the steps necessary to get the job (namely, getting decent grades).

That goes hand in hand with being aware of options outside the traditional commercial law firm route. Particularly at the University of Auckland, you will have a sense that the only options in law outside University are at such firms. That is certainly not the case!

There are no particular courses you need to take to be a clerk, but a good understanding of core subjects and a broad range of knowledge is useful. And Evidence certainly comes in handy too!

What do you wish you knew about the position before applying?

How varied and engaging the work is, both in terms of the areas of law you deal with, and the type of work required of you. In the High Court somewhere between 30 and 60% of your work is criminal, and the remainder will range from complex contractual and commercial issues to judicial review and everything in between. If you have a broad interest in the law, but aren't sure of your niche, there isn't a better place to start out.

Equally, the variety in the type of work required of you means every day is a little different from the last.

What is challenging about being a Judges' clerk? What will candidates need to be prepared for?

Two things in particular. First, you will often be expected to explain your findings, or your view, to a judge orally. That can be a daunting task, especially when you are discussing an area of law you are relatively unfamiliar with, but it is also extremely rewarding and an important learning experience. Second, your mistakes can matter! That is why attention to detail is so important.

What is the most interesting aspect of the position?

The ability to engage meaningfully in so many different areas of law.

Do you have any funny or memorable experiences that you can share that came up while working as a Judges' clerk?

On their second day of the job, a clerk who shall remain unnamed entered the elevator on the ground floor. A woman was inside. She asked the clerk whether they were one of the new clerks. The clerk responded "yes", and asked, "what do you do around here?" She responded:

"I am the Chief Justice."

Was there any point of your degree that made you feel your aspirations may be unachievable. How did you overcome this?

My second year of law school was probably my high point socially, and my low point academically. Monday, Wednesday and Friday, I had Public Law at 8am, and Criminal Law at 5pm. The effect on my attendance was predictable. I remember desperately trying to prepare for my criminal law exam and coming across elements of offences entirely new to me. I didn't do as badly as I should have, but it was still disheartening.

The following year, particularly in Torts, my attendance increased and I began to engage more intellectually with the content. That small increase in effort led to a larger increase in interest, which led to a larger still increase in performance. Getting a good grade convinced me I could be ambitious again, and I honestly think I rode that wave into this job. I was lucky; for many students this doesn't come until their fourth or fifth year, by which point it may be too late. So:

Do not be discouraged by early, disappointing grades, which do not define you or your ability – in my experience they are inevitable, because law is hard.

Work hard, despite them, to establish whether you have an interest in law. If you do, engage in the content, read the cases and ask your lecturers questions. Those small steps will go a long way.

Application dates are to be confirmed but students will be emailed regarding the application process when the dates are finalised. Generally this is late March/Early April.

Ministry of Justice

The Ministry of Justice offers paid summer internships to join their Policy and Sector Groups at their National Office in Wellington from November to February. The internships give students the opportunity to work with experienced advisors across a variety of projects, and gain insight into working in the public service. They look for students with strong analytical and problem solving skills, and who are able to build strong working relationships.

The internships are multi-disciplinary, and the Ministry welcomes students from a broad range of backgrounds. They have particular interest in people who have studied:

- Law
- Economics
- Politics or Public Policy
- Māori Studies
- Statistics
- Criminology

Applications open around late August and close late September. You can find more information on vacancies at the Ministry of Justice at: <https://apply.justice.govt.nz> and follow us on **LinkedIn**.



Policy Intern: Sean Gamble

What is your role as an intern?

I intern in the policy group, specifically in the electoral and constitutional team. However other interns work in a variety of areas across criminal law, courts and tribunals, civil law and human rights and post-Treaty settlements commitments.

The work I've done has been varied, including responding to Official Information Act requests, researching diverse areas of law, comparing jurisdictions similar to New Zealand and assisting with advice to the Minister on legislation and other issues.

As an intern, I've also experienced other areas of the Ministry and wider government work. I've attended seminars on work groups within Justice who've been working on really diverse and fascinating work, and also visited other government agencies to see how their work relates to Justice.

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

I've found my law degree incredibly useful for my internship at the Ministry. Working in the Ministry of Justice requires not only an understanding of how government works, but also an understanding of legal issues that the Ministry advises the government on. The skills from my law degree have been particularly useful in the diverse areas that the Justice portfolio covers. The Ministry is responsible for over 150 Acts, which requires a broad understanding of some legal issues. I'd never studied privacy law and have spent a large amount of my internship researching it!

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

Interning at the Ministry has provided a great opportunity to work on various projects which are at mixed stages of completion. It can be difficult coming into work without the institutional knowledge others in the Ministry hold on processes and issues. This has provided me the opportunity to learn a great deal about Ministry processes in a short space of time.

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

The intern cohort of policy group has been a tight group of nine students from all over the country. We've caught up at work-arranged events and outside of work at other social functions. The policy group arranges social events frequently and there have also been Ministry-wide events.

There's also an inter-group netball tournament, but I haven't had the chance to show my skills in this area, as they're very limited!



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

Prior to working at the Ministry of Justice the legal experience I had was with Community Law Otago. The focus of Community Law was front line legal assistance for those with legal issues. The policy internship at the Ministry is a broader focus which takes into account not only strict legal considerations, but also wider implications when considering justice issues. Policy allows you to take a considered approach to issues which looks to international trends and developments, advice from world experts, economic and social considerations among other considerations.

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

Working in the electoral and constitutional team, I've had the chance to work on areas of policy and the law that I study and am passionate about. I've had the chance to work on legislation which attracted significant media attention, which was incredibly exciting when you can see what you're working on being written about in the paper. As well as working on what I studied, I've had the chance to work on areas I haven't considered previously, but have now found fascinating.

Wellington has been a fantastic place to have a summer internship. We've had the chance to visit some important places around Wellington. We visited Parliament, the courts and the He Tohu exhibition (which contains the original Te Tiriti and Women's Suffrage petition). I have also spent many lunch times at Question Time in Parliament.

I've also really enjoyed getting an insight into how policy is developed and the supporting role the Ministry provides to ministers. From my first day at the Ministry I was offered work which was stimulating and made me feel like I was making a contribution to my team.

