



2016

The New Zealand Law Students' Careers Guide

NEW ZEALAND'S LARGEST LAW SCHOOL

IS PROUD TO SPONSOR THE NEW ZEALAND LAW STUDENTS' CAREERS GUIDE

The Auckland Law School:

- Is ranked the best law school in New Zealand and one of the best law schools in the world*
- Offers the largest range of undergraduate courses
- Has the highest entry standards for second year law meaning our graduates are highly sought after
- Has outstanding facilities including the Davis Law Library, New Zealand's leading legal research library
- Is situated in the heart of the legal precinct in the centre of New Zealand's largest city
- Offers an extensive study abroad programme with 20% of our students spending a semester overseas
- Provides a wealth of opportunities for students to participate in national and international competitions, community placements and the Equal Justice Project
- Has won the national mooting championships eight of the last nine years
- Has very active and supportive Māori and Pacific law student societies and programmes

FOR MORE INFORMATION VISIT:

www.law.auckland.ac.nz

Phone: 0800 61 62 63

Email: undergradlaw@auckland.ac.nz

Facebook: www.facebook.com/akllawschool

*QS World University Rankings in Law, 2015 (ranked 33rd in the world)



THE UNIVERSITY OF
AUCKLAND
Te Whare Wānanga o Tāmaki Makaurau
NEW ZEALAND

**AUCKLAND
LAW SCHOOL**

Letter from the Editor

My name is Ella Maiden and I've had the pleasure of editing the second edition of *The New Zealand Law Students' Careers Guide*.

My aim this summer was to make the guide more personable to students, with more profiles and summer clerk interviews so that you can actually get an idea as to what it is like to work at a certain firm. I also wanted to focus on applying for jobs, as this is the most important factor for securing that clerkship or graduate job.

I would like to thank Nick Fenton and Michael Smol, the 2015 editors, for the valuable contribution they made towards this guide. My job was a lot easier this year as they had written the bulk of this guide in 2015 and, luckily for me, I only had to update it. I would also like to thank all the firms and organisations that got in contact so quickly. A final big thank you to all the summer clerks and graduates who answered my questions, your input has been invaluable!

It's also awesome to see the growth of support from other New Zealand Universities. I believe this guide is beneficial to all New Zealand law students, and so I look forward to this becoming a more collaborative guide in the future.

Good luck for all that lies ahead of you. As I've learnt from writing this guide, there are so many different opportunities available in the law, so go get 'em!

Ella



Ella Maiden, Editor.

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. The heads of the Supreme Court, Court of Appeal, and District Court are all Auckland Law School graduates, as are many other judges, QCs, and other prominent members of the legal profession. We have alumni working in law firms throughout New Zealand and in cities as diverse as London, New York, Sydney, Hong Kong and Dubai. Our graduates include the chief executives of the Virgin Group and the Commonwealth Bank of Australia, Ministers of the Crown, and the heads of major charitable organisations. Some have even become law professors and legal academics!

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

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



Professor Andrew Stockley, Dean of Law, University of Auckland.

Table of Contents

Starting Your Career	2
What area of law are you interested in?.....	3
Law and your Mental Health.....	4
Becoming a Lawyer in NZ.....	5
Practicing Overseas.....	7
Australia.....	7
United Kingdom.....	7
United States of America.....	8
Hong Kong.....	8

Academia	9
Marcus Roberts: Lecturer.....	10
Postgraduate Study.....	11
Studying overseas	
– Kingi Snelgar: Harvard University.....	15

Admissions	16
Applications with Jan Blair.....	17
CV.....	18
Cover Letter.....	20
The Interview.....	21

Law Firms	22
Summer Clerkships.....	23
Anderson Lloyd.....	24
Bell Gully.....	26
Buddle Findlay.....	28
Chapman Tripp.....	30
Duncan Cotterill.....	32
Mayne Wetherell.....	34
Simpson Grierson.....	36
Berry Simons.....	38
Russell McVeagh.....	40
Anthony Harper.....	41
Gilbert Walker.....	42
Hudson Gavin Martin.....	43
Kayes Fletcher Walker.....	44
Natalie Walker	
– Crown Solicitor at Manukau.....	45
Meredith Connell.....	46
Minter Ellison Rudd Watts.....	47

The Public Sector	48
The Government Legal Network (GLN).....	49
Una Jagose	
– Solicitor-General.....	52
Mike Heron	
– QC and Former Solicitor-General.....	53
Public Defence Service.....	54
The New Zealand Law Society (NZLS).....	56
The Law Commission.....	57

Social Justice	58
Amnesty International.....	59
Citizens Advice Bureau.....	60
Community Law.....	61
Vernon Tava	
– Solicitor, Auckland Community Law Centre.....	62
JustSpeak.....	63

Courts & Alternative Dispute Resolution	64
Judges’ Clerkships Applications.....	65
Caitlin Hollings	
– Judges’ Clerk.....	66
Justice Susan Thomas	
– Auckland High Court.....	67
Arbitrators’ and Mediators’ Institute of NZ.....	69
Resolution Institute – LEADR & IAMA.....	70

In-house Legal Teams & Corporate Advisories	71
In-house Lawyers Association NZ (ILANZ).....	72
Cristina Billett	
– Counsel for NZ Superannuation.....	73
Tom Lane	
– Counsel for Lion.....	74
Corinne Marti	
– Environmental Planner at Beca.....	75
Deloitte.....	76
EY.....	77
KPMG.....	78

Starting your career

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

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

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

- What kind of work do I 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 I 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: Kayes Fletcher Walker (p44), Natalie Walker's profile (p45), Meredith Connell (p46), Mike Heron's profile (p53), Public Defence Service (p54), Citizens Advice Bureau (p60), Community Law (p61)

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: Law Firms section (pp22-47), Government Legal Network (p49), the Law Commission (p57), Community Law (p61)

Environment and Resource Management

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

Check out: Law Firms section (pp22-47), Berry Simons (p38), Government Legal Network (p49), the Law Commission (p57)

Property

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

Check out: Law Firms section (pp22-47)

Competition

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

Check out: Law Firms section (pp22-47)

Tax

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

Check out: Law Firms section (pp22-47)

Human Rights

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

Check out: Amnesty International (p59), Community Law (p61)

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: Hudson Gavin Martin (p43), Law Firms section (pp22-47)

Māori and 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: Kingi Snelgar's profile (p15), Law Firms section (pp22-47)

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: Corporate Advisories section (pp71-78), Corinne Marti's profile (p75)

Law and Your Mental Health with Jerome Doraisamy

Jerome Doraisamy is an Australian lawyer and author of *The Wellness Doctrines*. His book covers his own experiences with depression during his legal career and aims to help young law students and lawyers to address the pressures we feel during our law degree and our career. To find out more and to purchase his book, visit www.thewellnessdoctrines.com or email hello@thewellnessdoctrines.com



My experience with depression in law is one that I wouldn't wish upon any law student or young lawyer. Breaking down mid-summer clerkship, to the extent that I couldn't get through full working days, left me with a sense of failure, resentment and – perhaps most significantly – a lack of purpose, both personally and professionally. But despite being an illness that was all-consuming and incapacitating, it was also, in hindsight, manageable. I realised at a certain point that by taking certain steps, on a daily or weekly basis, I could negate the symptoms and effects of what I was struggling with, as part of a long-term solution towards optimal health and recovery.

I did three things: one, I pledged to be open and honest with my friends and family. By being transparent about what I was going through, I felt as though I wasn't hiding and therefore had nothing to feel ashamed about. Two, I booked something in for every day of the week, even a simple coffee date with a friend. By having something in the diary, I made it easier to find a reason to get out of bed on those mornings when stepping outside seemed like the biggest imposition in the world. And three, I was adamant about keeping up with my hobbies. I still play indoor soccer and mixed netball every weekend, and I read at least half an hour every day. Having these activities makes my day, and ultimately my week, so much more enjoyable because I have things to look forward to.

Having gone through such experiences did, however, offer a fresh perspective on the legal profession and my place in it. I knew, for example, that I didn't want to be a commercial lawyer anymore, unlike most of my friends who were following this path. It just wasn't for me. What I decided, instead, was to do legal work that I felt was more in line with my personal interests, ambitions and skills. Following this path gives me a much greater chance of being successful in a chosen field. It sucks that I had to go through such a traumatic period to have that insight into my professional journey and, as such, I think it is crucial for current law students to have proper awareness of what it is they truly want from their legal careers. If it is working in a top-tier firm, or a boutique family or criminal practice, or a policy role in government, that is great – pursue those jobs! But make sure you're doing it for the right reasons.

There are a handful of key pieces of advice that law students – whether they are suffering from mental illness or not – should heed as they progress through their degrees. Issues such as

psychological distress, anxiety and depression affect the legal profession in rates higher than most other industries, and thus it is incumbent upon us to take certain steps to look after ourselves and those around us.

The first is to acknowledge the need for proactivity in managing your health and wellbeing, rather than simply reacting to a situation when it occurs. Not only will being proactive help you stave off issues and make you better equipped to be resilient in such times, it will make you a better professional in the long run. You will be much more productive and successful in the workplace if you are on top of your personal and emotional wellbeing, rather than running the risk of burnout.

The second is to remember to be kind to yourself. It is okay – and completely understandable – to feel vulnerable or overwhelmed at times. In no way, shape or form does this give rise to an impression that you are unable to manage what is in front of you, or that you are weak. In fact, it is quite the opposite. Having the initiative to take charge of your own existence conveys a strength of character that others around you may not have, thus making you a better, more holistic lawyer. Giving yourself adequate downtime, making room for your hobbies and interests, and ensuring that you have a life outside of law is paramount to ensure that when you go back into work the next day you are refreshed and ready to go again.

Having depression in law is an oft-debilitating experience. But thankfully there are practical, considered ways you can look after yourself so you can be the best legal professional, and also a healthy and happy person.

Becoming a Lawyer in New Zealand

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

Step One:

Complete your LLB/LLB (Hons) degree.

Step Two:

Complete a Professional Legal Studies (Profs) course.

Your LLB may be the intellectual foundation of a legal education, but Profs acts as a competency-based skills course, focusing on the practical side of being a lawyer. The completion of Profs is necessary if you wish to become a practising lawyer. The programme exposes you to the day-to-day life of a lawyer, provides ongoing feedback and support to students and assists you in transitioning into the working world.

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

There are two providers for Profs in New Zealand:

The College of Law: The College has a mixture of online and oral assessments with four exams. All assessments are spread over the duration of the course, ensuring 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 assesses the skills that are taught throughout the course, during the course. There are no examinations.

Step Three:

Acquire a certificate of completion from the NZ Council of Legal Education.

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

Step Four:

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

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



The College of Law

PROFS

Let the College help build your career, creating a solid foundation for your chosen career path.

0800 265 529 enquiries@collaw.ac.nz



THE COLLEGE
OF LAW

Te Whare Kura Ture o Aotearoa

www.collaw.ac.nz

IPLS PROFS

IPLS
INSTITUTE OF PROFESSIONAL
LEGAL STUDIES

Practical legal skills that last a lifetime

- **Superior quality**
We deliver transferrable skills you can take into practice - around the world.
- **Competency assessments**
No exams. We assess your competency; not test your memory.
- **Individual feedback**
Our experienced instructors support your learning with detailed feedback.
- **Maximum flexibility**
You choose where and when you want to study.

Student Loans & Allowances available

0800 776 376



www.ipls.nz

Practising Overseas

Australia

The Legal Structure

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

The Court structure is different to New Zealand:

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

The equivalent to New Zealand's "big three" law firms are known as "top-tier". These include Freehills, Clayton Utz, Allens, King & Wood Mallesons, Minter Ellison and Ashurst Australia.

Admission

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

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

Helpful links:

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

www.lawcouncil.asn.au/lawcouncil/index.php/resources/245-how-do-i-get-admitted-to-practise-law-in-australia

United Kingdom

The legal structure

England and Wales: England was the origin of the common law principles that New Zealand follows.

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

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

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

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

Admission

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

If transferring as a solicitor, a person must apply to the SRA using the Qualified Transfer Scheme. To be eligible you must:

- Be a qualified lawyer in a recognised jurisdiction (New Zealand is a recognised jurisdiction under the scheme).
- Be of good character.
- Have passed the QLTS examinations; this is a multiple choice test and an objective structured clinical examination.

An applicant no longer needs to show that they have gained work experience.

Helpful links:

www.sra.org.uk for information on eligibility

qlts.kaplan.co.uk for information on QLTS tests

www.lawsociety.org.uk/law-careers/becoming-a-solicitor/routes-to-qualifying

If transferring as a barrister, a person must apply to the Bar Standards Board. To be eligible you must:

- Present a certificate of good standing not older than 3 months which shows:
 - the applicant is a qualified lawyer
 - the applicant is of good character
 - the applicant has not been barred from practising in their jurisdiction.
- Provide evidence of academic and professional qualifications.

Helpful links:

www.barstandardsboard.org.uk for information on eligibility

United States of America

The Legal Structure

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

Admission

Unlike the UK and Australia, it is much more difficult for a New Zealand qualified lawyer to transfer to the American legal market. As the legal system is quite different to that of New Zealand, you will have to complete an LLM at an American University before you will be eligible to pass the bar.

The New York bar has made it easier for New Zealanders to pass the bar, without needing an LLM as a prerequisite, however this means that you can only practice in New York. An applicant needs to:

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

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

Helpful links:

www.internationalstudent.com/study-law

Hong Kong

The Legal Structure

The Hong Kong legal system is based on the English common law and is separate from the legal system in the People's Republic of China. The highest Court is the Court of Final Appeal (Hong Kong).

The top law firms in Hong Kong include Mayer Brown JSM, Deacons, Baker & McKenzie, Linklaters and Clifford Chance.

Admission

An applicant needs:

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

Helpful links

www.hklawsoc.org.hk/pub_e/admission/admissionasaSolicitor.asp

Academia

Becoming an academic takes a lot of hard work and dedication, but ultimately can be very rewarding. The great thing about becoming an academic is that you can start at any point in your career. This section explains what is involved in undertaking a Masters in Laws and the steps needed to pursue an academic career.

Marcus Roberts

Lecturer at the University of Auckland



Marcus Roberts graduated with a BA/LLB in 2008 and worked at Minter Ellison for two years, first in its tax and then in its insolvency litigation teams. He decided to return to University to complete his LLM which he achieved with First Class Honours. Today he works as an academic at the University of Auckland, lecturing on Contract Law.

Why did you make the change from working at Minter Ellison to studying for your masters?

The commercial environment, the billable hours and the kind of work just wasn't for me. I don't think that I had found something that I liked either. I had worked in tax which I did like for a while, but it got to a point where I hadn't done economics or accounting and so I didn't have the necessary background to go further. I went to insolvency litigation which was exciting in so far as I got to go to Court but again it wasn't something that I was particularly interested in long term. It had always been in the back of my mind to go back and do further study but for a long time it wasn't going to be law. When I decided to go into study, I didn't have a family to support so I thought it was the best opportunity to do so. I applied for a couple of scholarships and was lucky enough to get them to do my masters, so I saw that as a sign that I should be doing it.

What made you want to become a lecturer/academic?

I had some experience tutoring when I was a junior lawyer and then I had taught part-time at AUT. It had always been in the back of my mind that I could go back and be an academic and lecturer. I found when I was teaching, I really enjoyed it. At AUT I was still effectively a tutor, I didn't know I liked lecturing until I actually had started in the job of being a lecturer. On my first day of being a lecturer, I was quite nervous but I gradually became more confident. I liked the interaction with students and I liked learning on the job. Each year I've found that I know my subject a bit better.

What kind of qualities do you need to become an academic?

Getting into academia I found you have to enjoy teaching. You have to enjoy public speaking and getting in front of people because teaching is such a big part of it. Your research, at the end of the day, is important, but the students are the ones who are learning from you. The most important thing you can do is teach students and to help them develop as budding lawyers and if you're not an effective teacher then that is very hard to do.

What advice would you give students who are contemplating postgrad/academia?

- Get good grades in your undergrad years as they will determine, firstly, whether you get into postgraduate study, but also enable you to be a better postgraduate student.
- Think about what things you like to study as you have to be more specialised when you go into postgraduate. I did a

full masters thesis on employers being vicariously liable for negligent misstatement. It was a one-year thesis, 40,000 words. It is important to have a good topic – a topic you like – and a good supervisor. You can also do it by papers, which are four papers requiring a research component of around 10,000 words. If you are thinking about using postgrad as a springboard to academia, think about the area of academia that you want to get into and the papers should reflect that.

- I'd recommend that students get experience in working in law before going into academia. It gives you an insight into how the law operates in the real world which is great for teaching and allows you to understand how the cases are operating. It's also great for your research skills.

What do you hope to do in the future? Do you want to continue lecturing or do you have other aspirations?

At the moment I'm very happy with where I am. It's a fantastic job to have with a family, I've been very lucky to get home in time to bathe the kids and give them dinner and take over from my wife a bit. As a lecturer you're the master of your own destiny, you can study what you want (within reason), and you can write about what you want. This has its own challenges, you need to be self-disciplined but you don't have to, at the end of the month, do time sheets which is a big plus.

Postgraduate Study – Master of Laws (LLM)

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

Qualifying for an LLM

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

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

Paying for an LLM

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

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

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

Auckland University of Technology (AUT)

Qualifying for an LLM

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

The LLM Courses

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

Scholarships

AUT offers scholarships such as the AUT Vice-Chancellor's Doctoral Scholarships which are awarded to high-achieving doctoral students and are valued at \$96,000. There is also the Business & 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 Auckland

Qualifying for an LLM

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

The LLM Courses:

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

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

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

What can you specialise in?

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

Scholarships

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

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

Canterbury has a number of scholarships available including the Graduates Association Scholarship which grants an LLB graduate from the University of Canterbury \$1,500 towards their LLM.

There is also the Resource Management Law Association Graduate Scholarship which is valued at \$10,000 and is granted to a candidate whose thesis will focus on resource management. For more information on the scholarships Canterbury has to offer, visit: www.laws.canterbury.ac.nz/scholarships/schols.shtml

The University of Otago

Qualifying for an LLM:

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

The LLM Course:

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

What can you specialise in?

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

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

Scholarships

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



Postgraduate Study

Maintain *total* flexibility with an LLM from Otago

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

- Commence study anytime, study part-time and by distance
- Choose an area of law that interests you
- Study alongside world-class legal academics

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

otago.ac.nz/law

* Based on the Government's PBRF assessment

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.

The LLM Courses:

LLM by coursework: six 20-point taught courses.

LLM by dissertation and coursework: 30-point taught courses and a 90-point thesis of 35,000 words.

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

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

What can you specialise in?

- International Law
- Rights and Freedoms
- Human Rights
- Environmental Law
- Intellectual Property
- Public Law
- Commercial Law.

Scholarships

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

The University of Waikato

Qualifying for an LLM

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

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/llm

STAND OUT WITH AN LLM

FROM NEW ZEALAND'S TOP-RANKED LAW SCHOOL

In today's global society, a quality postgraduate qualification can help set you apart. Whatever your aspirations, an LLM from the Auckland Law School is a great next step.

We know your time is precious, so courses are scheduled in a variety of ways for maximum flexibility. And you can begin your study at any time that suits you during the academic year.

To find out how you can stand out with an LLM visit:

www.law.auckland.ac.nz/llm

or email:

postgradlaw@auckland.ac.nz

or visit us on Facebook:

[www.facebook.com/
akllawschool](http://www.facebook.com/akllawschool)



THE UNIVERSITY OF
AUCKLAND
Te Whare Wānanga o Tāmaki Makaurau
NEW ZEALAND

**AUCKLAND
LAW SCHOOL**

Studying overseas:

Kingi Snelgar LLM Candidate at Harvard University



Kingi Snelgar completed his LLB(Hons)/BA at the University of Auckland and went on to be a solicitor at Meredith Connell. He received the Fullbright Scholarship to study at Harvard University, focusing on Māori and the criminal justice system. During his time at Meredith Connell, he helped set up the Māori/Pasifika internship.

What did you enjoy the most about working as a Crown Prosecutor at Meredith Connell?

Jury trial work was definitely the highlight. I really enjoyed the challenge of trying to persuade 12 strangers to believe in your case. In criminal law, there are so many moving parts: witnesses may not turn up and you need to be able to think quickly on your feet. I really enjoyed that challenge as well as working with judges and senior defence counsel.

You helped set up the Māori/Pasifika internship programme at Meredith Connell, why do you think that this was important? Why should a Māori/Pasifika student think about applying for this internship?

When I started, I realised there were very few Māori and Pasifika practitioners in criminal law. This is despite the majority of people we deal with in the criminal justice system – whether victims, offenders or witnesses – being Māori and Pasifika. It is important there are more Māori and Pasifika people working in this area and what Meredith Connell did was great.

Why did you decide to study towards your masters?

After nearly five years as a prosecutor I was ready for a new challenge. I was interested in universities in Canada and the United States to learn about their indigenous rights. I wanted to learn in particular about Native American tribal courts so it was natural to study in the United States.

What is it like studying at Harvard?

Harvard Law School is amazing in terms of the quality of professors, students and resources. Every day there are at least four guest presentations and we've had three Supreme Court judges speak here during the first semester. The lectures are small and the students are always engaged – the Socratic teaching method helps with this. Another key difference is that you learn with people from around the world. The law education I received at Auckland really helped me and especially the honours seminar.

In what ways did being tangata whenua influence your decision to study the law?

I was a product of the kōhanga reo and kura kaupapa movement. I was schooled in full-immersion Te Reo Māori until I was 13. I grew up listening to Māori elders speak about our history and I saw first-hand how important it was to understand the law such as the status of Te Tiriti. Law School seemed the natural move and I'm very glad I made the decision to go there.

What is one thing that you struggled with at university as tangata whenua and one thing where your identity really assisted you?

Although I was fortunate to go to a private school in my last few years of high school, law school was a very mono-cultural environment and difficult for me to start with. The lectures and learning environment were daunting and taught without much of a Māori perspective. I was fortunate to have Nin Tomas and Kerensa Johnston as lecturers early on which made a huge difference to my self-belief.

In what ways were you able to fuse and use your knowledge of your taha Māori to shape your law degree?

Being Māori gives you a unique perspective on the law and this shaped my interest areas: human rights, criminal law and constitutional law. During my degree, law school offered some papers such as contemporary Treaty issues and jurisprudence that helped to develop my interest in these areas. Today, my research is about fusing tikanga Māori in the law such as through a tikanga Māori sentencing court.

As a practitioner, in what fields are you seeing Māori dominate, and in what fields would you like to see more Māori in?

I would say Treaty law is probably the only area where we have a fair degree of representation but across all areas (especially criminal law) we are underrepresented. Criminal law seems the most pressing area for more Māori but then again quality commercial lawyers will be vital to assist iwi as they develop their Treaty settlement assets.

If you could go back to university and advise your tēina (Māori law students) what would you say to them?

Keep going and don't be afraid to ask questions. Law continues to be used as a colonizing and destructive tool for Māori, so study and understand it the best you can. Also, get involved with Māori student groups as this will be your oranga when the going gets tough.

Having a masters from Harvard can set you up for life, what do you hope to do in the future?

After my LLM I plan to work at a human rights organisation as I would like to continue learning about international human rights mechanisms. Once I come back to Aotearoa, I plan to move back to Northland and continue as a criminal lawyer in my home town Whāngarei. I want to give back to my community and try make a difference there in whatever way I can.

Admissions

Before you can start your career you need to apply for a job! This can be daunting, especially if you are not sure what is expected of you. This section will guide you when applying for clerkships or graduate jobs in 2016.

Although templates are given, please remember that these should be used as a general guide and should not be exclusively relied upon. Have someone you trust look over your documents before you send them off.

Applications with Jan Blair



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

General Tips:

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



CV

This template is to be used as a guide rather than a strict standard.
Try to keep your CV to two pages.

[Name]

[Contact email]

[Address]

[Phone number]

Personal Statement:

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

Education:

Put your dates on the left and your most recent education at the top.

2015: Exchange at [University name]

2010-2015: Bachelor of Arts (Philosophy)/Bachelor of Laws, University of [Name]

2002-2009: [High School name]

Academic Achievements:

University:

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

School:

2009: NCEA Level 3 achieved with _____

2008: NCEA Level 2 achieved with _____

2007: NCEA Level 1 achieved with _____

or

2009: International Baccalaureate

or

2009: Cambridge

Other Achievements:

List any sporting or cultural awards you have received at University or high school.

2015: University of Auckland Blues Award

2013: IFT Coach of the Year

2013: Winner of [competition moot]

2008: Duke of Edinburgh Gold Award

Leadership Roles:

University: *List any leadership roles you have had while at University. This can be anything from being class rep to involvement in a student association/club.*

2014: President of the Dessert Club

2013: Class Rep for Law of Contract

School: *List any leadership roles you had while at school.*

2009: House Prefect

2007: Senior Buddy

Community Involvement:

List any volunteering you have done.

2015: Equal Justice Project

2013: Auckland City Mission Santa's Helper

Work History:

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

2015: [cafe name]; I was a waitress in a busy cafe, customer service was key etc.

Skills:

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

Interests:

Put in any of your interests, as long as they are appropriate. The recruiter likes to see that you are an interesting person and that there is more to you than just study e.g.

- I like to exercise by going to the gym or running
- I play the piano
- I'm a keen paddleboarder

Referees:

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

Cover letter

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

General tips:

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

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

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

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

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

4. Fit for the Firm: In this section explain why you would make a good fit for the firm that you are applying to. This requires you to have done some research as to what the firm specialises in and the culture it promotes.

[Your address]

[Address of the firm]

[Date]

Dear [Name]

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

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

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

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

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

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

Yours sincerely,

[Name]

The Interview

Congratulations, your CV and cover letter has impressed the people you want to work for. Now you need to show them that you are as impressive in person as on paper.

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

Starting Point

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

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

The Day of the Interview

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

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

Common Interview Questions

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

- Describe yourself in a few sentences.
- What do you think are your strengths and weaknesses?
- What would your friends change about you?
- Why do you want to do law (in particular why do you want to do law that the firm specialises in)?
- What areas of law are you interested in?
- Everyone else has outstanding CVs just like you, therefore why should we choose you?
- What do you think makes a good lawyer?

- What do you see as good firm culture?
- What is your proudest achievement?
- What is a challenge that you overcame?
- Tell us about a situation in which you had to stand up for something you believe in?
- How do you handle conflict? Can you give us an example of when you have had to work with a difficult person and how you dealt with it?
- Why do you want to work for [firm/organisation name]?
- Who is a person that has inspired you the most and why?

Questions to Ask Them:

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

Team Building Activities

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

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

Post-Interview Functions

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

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

Remember that you are being assessed throughout the whole process. Every interaction you have with the firm is relevant, therefore be thoughtful and involved.

Law Firms

Over 50% of all lawyers work in commercial law firms, making firms the first port of call for most graduates. Commercial law is incredibly diverse, encompassing numerous areas of 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 practice 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.

Summer Clerkships

Overview:

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

Should I apply?

You do not need to do a clerkship just because everyone else is applying. If you are not interested in commercial law, then don't feel pressured to clerk.

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

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

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

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

What are the dates?

Visit the firm's websites to get their specific dates as some vary but generally the dates are:

1. Applications open in March 2016
2. Interviews are in April 2016
3. Offers are made in May 2016.

What are firms looking for?

Although good marks are important, firms look for a range of qualities in candidates. These include being a team player, with the ability to establish good relationships with their clients.

They also look to your extracurricular activities such as sporting involvement and community work. Many firms have their own sports teams and are involved in pro bono work and so look to hiring well-rounded candidates.

What do I need?

- CV (with references)
- Cover letter
- University (and sometimes school) transcript
- Professional photo (recommended)

Offers

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

Anderson Lloyd

General Details:

Locations: Auckland, Christchurch, Dunedin, Queenstown.

Areas of speciality: corporate and commercial, resource management.

Staff: 80+

Contact: Kelly Pankhurst (GM of Human Resources), kelly.pankhurst@andersonlloyd.co.nz

About the Firm

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

Anderson Lloyd was named "Mid-size Law Firm of the Year" at the 2014 and 2015 annual New Zealand Law Awards, cementing the firm as a top-tier nationwide practice. The award acknowledged excellence in client service and leading expertise in advice across a broad range of practice areas. The firm also took out three awards at the 2014 Australasian Women in Business Law Awards held in Sydney, recognising the firm for gender diversity, innovation, mentoring, work-life balance, pro bono work and talent management.

Anderson Lloyd is also a member of groups such as the Sustainable Business Council and the New Zealand Green Building Council, and takes a primary 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 is happy, healthy and engaged.

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

Opportunities for Students

Applications for Anderson Lloyd's summer clerkship for 2016 open 17-31 March. For more information about the programme, or the firm itself, visit: www.andersonlloyd.co.nz/careers

Summer Clerk and Graduate: Mali Bongers

What team/s did you clerk in over summer and which was your favourite?

As a summer clerk in Anderson Lloyd's Auckland office, I had the benefit of working closely with the corporate and commercial team, the banking and finance team and the PPP and infrastructure team. I particularly enjoyed working with the commercial team because of the diversity – every transaction provided insight into a different industry and a different set of legal hurdles to navigate.

What did you enjoy most about working at Anderson Lloyd?

The working environment at Anderson Lloyd is great because everybody is encouraged to work together. There is always someone who can provide guidance in whichever area of law you get involved in and everyone is approachable (including the partners). Despite being a national firm with offices all around the country, the firm as a whole is intra-connected and I was always comfortable picking up the phone and asking someone in the Christchurch, Dunedin or Queenstown office for advice.

What are the social opportunities like at Anderson Lloyd?

Life at Anderson Lloyd isn't only about the work – there are weekly Friday night drinks and various team outings through the year. When it comes to social events everyone is keen to get involved, from the partners to the secretaries and support staff, and it really brings the whole office together.

What makes Anderson Lloyd different from other firms?

Anderson Lloyd stands out from the other firms because of the people who work there. We end up doing the same kind of work as the other big firms but everyone here is enthusiastic about, and genuinely interested in, the work they do. This means you can always find someone who is willing to explain things to you, and you'll be working with, and learning from, lawyers who are top-tier in their chosen fields. Despite being a new presence in Auckland, the firm is well-resourced, established nationally, and provides an amazing summer clerking experience.

QUALITY.

Providing you with high quality work is our top priority. We represent leading businesses across New Zealand providing you with real opportunities to add value to the client, the firm and your career development.

Mali Bongers, Solicitor
2014/2015 Summer Clerk

The Anderson Lloyd Summer Clerk Programme

GO TO: andersonlloyd.co.nz/careers to find out more.



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: Tracey Walsh (HR Advisor), tracey.walsh@bellgully.com

About the Firm

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

Bell Gully works with a wide range of clients including startups and multinationals, local and international companies, financial institutions and government agencies. The firm's client list includes major New Zealand companies such as Air New Zealand, ANZ Bank, Asahi Group Holdings Limited, BNZ Group, Contact Energy, Fisher & Paykel Finance, Fletcher Building, Frucor Beverages, Goodman Fielder, Meridian Energy, Origin Energy, PricewaterhouseCoopers, Goldman Sachs, JP Morgan, Rank Group and Vodafone.

Working at the Firm

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.

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.

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. A maximum of ten are given out nationwide, so the firm seeks well-rounded students with exceptional academic standing. 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 – finance, property or tax.

The recruitment team believes there are core commercial law papers that are important to a career in the firm – contract, torts, company and property among them.

Solicitor: Lizzie Painter

What do you enjoy most about working at Bell Gully?

The people! Who you work with makes a huge difference, and Bell Gully has fantastic people who are always happy to help you learn. As one of New Zealand's leading law firms, the quality of the work you do is second to none. It's exciting to see the big deals or cases you've worked on in the media, and know what work has gone into getting there.

What are the social opportunities like at Bell Gully?

There are lots of great social and sporting opportunities throughout the year at Bell Gully, especially during summer! Each team, department and the firm as a whole, has a range of events during the year, from Friday night drinks to the Bell Gully Ball.

Bell Gully also gets involved in different sporting events like

inter-firm touch rugby, netball and cricket, as well as charity events like The Crank and the Taupō Great Lake Relay.

What makes Bell Gully different from other firms?

Every firm has a unique culture, and that comes down to the people. Bell Gully has a diverse group of people, who all contribute to the fun, supportive and hard working environment of Bell Gully.



**REAL
OPPORTUNITIES
REAL
PATHWAYS**

SCHOLARSHIP - Year two

SUMMER CLERKSHIP - Year three and four

LAW CLERKSHIP - Year five and Graduates

Buddle Findlay

General Details:

Locations: Auckland, Wellington, Christchurch.

Areas of expertise: full commercial service, including corporate advisory, employment, litigation, public law and tax.

Staff: 180+

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

About the Firm

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

Recent work the firm has done includes negotiating the 2016-2020 SANZAR rights for SKY Television and overseeing the sale of Harvard Management's interest in Kaingaroa Forest, deals which won Consumer, Media and Tech Deal of the Year, New Zealand Deal of the Year and M&A Deal of the Year respectively at the 2015 New Zealand Law Awards.

Working at the Firm

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

Teamwork is a crucial element of working at Buddle Findlay. The firm aims to bring out the best in everyone, encouraging the sharing of ideas, workloads and responsibilities and capitalising on varied talents and strengths. Employees are encouraged to

do pro bono work while at Buddle Findlay. Staff members are involved in community boards, committees and charitable trusts. Pro bono clients include CCS Disability Action Auckland, Save the Children New Zealand and World Wide Fund for Nature New Zealand (WWF). In 2005 the firm established the Buddle Findlay Child Health Foundation, which supports children receiving residential medical care in New Zealand. More than \$860,000 has been donated for urgent medical care for children since the Foundation began.

Opportunities for Students

Buddle Findlay runs a summer clerk programme for 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 their business and clients
- Great at communicating (written and spoken)
- Client-focused
- Into a range of activities i.e. sporting, social and community.

For more information visit www.buddlefindlay.com/careers

Graduate: Richard Skelton

What team/s did you clerk in over summer and which was your favourite?

As a summer clerk I rotated through the general litigation and banking teams. As a law clerk I've finished a six-month rotation in corporate services and am halfway through my second rotation in general litigation. I haven't quite made a final decision as to which team I'd like to end up in, but having the rare luxury of two longer law clerk rotations has been invaluable. Each rotation has been like a different job altogether.



What has been the most challenging part about working at Buddle Findlay?

The transition from university to work involves a steep learning curve and big increase in responsibility. All of a sudden you have more than just your own grades riding on your work. In general litigation especially you get the chance to manage your own files

surprisingly early on. The firm offers great mentoring and support for both summer and law clerks to help you manage the transition, including a buddy system and weekly training seminars run by juniors and seniors alike.

What are the social opportunities like at Buddle Findlay?

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

What makes Buddle Findlay different from other firms?

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

VENTURE FURTHER

A black and white portrait of a man with glasses, smiling, wearing a suit and tie. The image is partially obscured by a large, diagonal, semi-transparent teal graphic element that cuts across the frame from the top left to the bottom right.

SHERRIDAN COOK
PARTNER 2015
SUMMER CLERK 1994

venturefurther.co.nz

APPLY FOR A SUMMER CLERKSHIP WITH BUDDLE FINDLAY
APPLICATIONS OPEN THURSDAY 17 MARCH - THURSDAY 31 MARCH 2016

Chapman Tripp

General Details:

Locations: Auckland, Wellington and Christchurch.

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

Staff: 52 partners and 180 legal staff across 3 offices

Contact: Leith Macfarlane (Recruitment Advisor), leith.macfarlane@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 won New Zealand Employer of Choice at the 2015 Australasian Lawyer Employer of Choice Awards, as well as the New Zealand Law Firm of the Year at the 2015 Chambers Asia Pacific Awards for Excellence and the National Law Firm of the Year for New Zealand at the 2015 IFLR Asia Awards. Chapman Tripp also received the New Zealand Deal Team and Deal Maker at the 2015 Australasian Law Awards along with a 2015 White Camellia Award for its diversity strategy around gender equality.

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, Handley Foundation, New Zealand Opera and Creative HQ.

Chapman Tripp embraces five core values: integrity, people, collaborative, astute and dynamic. The firm is committed to developing its employees and along with extensive training,

Chapman Tripp offers in-depth employee reviews, mentoring, flexible working arrangements, paid parental leave, a generous wellness package, a comprehensive development programme and study support. There are also plenty of opportunities to get involved in firm social activities and sporting groups.

Opportunities for Students

Chapman Tripp offers winter and summer clerk programmes.

The winter clerk programme is a one-week programme designed to offer students hands-on legal experience and is aimed at students with two full years of study remaining. Around 12 winter clerks are recruited across all three offices and those selected attend learning workshops, spend time working in their teams alongside a supervisor and buddy, and attend social activities. At the end of the programme students may be invited back to summer clerk with the firm. Applications open in May 2016.

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 17 March 2016.

Graduate: Hans To'o

What team/s did you clerk in over summer and what was your favourite?

I rotated through corporate and finance during my summer clerkship, which gave me a well-balanced exposure to Chapman Tripp's different service offerings. I especially enjoyed the IT engagements in corporate as I have a keen interest in technology and majored in information science for my commerce degree.

What did you find most challenging during your time at Chapman Tripp?

The hardest part was gaining the confidence to contribute in a real-life working environment and having the self-belief that I could do the job and then follow through with it. Initial doubts were quick to fade after becoming familiar with expectations and best-practice procedures that we learned from colleagues.

What makes Chapman Tripp different from other firms?

From my exposure to Chapman Tripp as a student, I found it to be a firm that was progressive, energised and one that dared to be different. I was drawn to Chapman Tripp's philosophy of being astute and dynamic which were also key values for me at a personal level. Chapman Tripp somewhat epitomises what I wish my final qualification to represent as an LLB/BCom graduate (majoring in IT). Whilst respecting and maintaining the formal structure that brings certainty to law, Chapman Tripp also embodies a forward-thinking mentality that ties nicely with the current direction of the IT industry.



People like you.



Experience what life could be like after law school on our 2016/2017 summer clerk programme.

Applications open 17 March 2016 and close 31 March 2016 at noon.

To find out how to apply and what Chapman Tripp has to offer, check out www.graduates.chapmantripp.com.

CHAPMAN
TRIPP 

Duncan Cotterill

General Details:

Locations: Auckland, Wellington, Christchurch and Nelson.

Areas of expertise: full-service law firm working in banking and finance, construction and property, corporate and commercial, employment, health and safety, ICT, intellectual property, litigation and dispute resolution, private client, public law, resource management, trusts.

Staff: 200+ employees with 100+ qualified lawyers (including 37 partners)

Contact: Duncan Cotterill HR Team, careers@duncancotterill.com

About the Firm

From the day Thomas Duncan opened the doors of our first office in 1857, Duncan Cotterill has been intrinsically linked with people who value proactivity and resourcefulness. Today we have four offices in four distinct markets underpinned by an energetic, diverse and collegial partnership.

We mix and work with enterprising people. Our clients range from high-growth tech start-ups to multinationals and leading New Zealand businesses, including Animates, Datacom, Heritage Hotels, IAG, PGG Wrightson, Synlait and Trade Me.

At Duncan Cotterill you'll be exposed to a variety of challenging work from the beginning, working alongside partners to help the needs of some of our largest clients. You'll be involved in pro bono work that draws on the firm's knowledge and expertise to benefit charities, people and local organisations. In 2012 and 2013, we won Employer of Choice – Large Law Firm Category at the New Zealand Law Awards and our graduate recruitment programme was a finalist alongside ASB and Fonterra in the 2014 Association of Graduate Employers Awards.

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. Whilst we expect you to work hard, we also have 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.

Enterprising solutions are an integral part of our firm values,

demonstrated by our ongoing support of the arts (Christchurch Arts Festival, Suter Art Gallery, World Buskers Festival) and technology ventures (Hi-Tech Awards, Canterbury Angels, EPIC Innovation Centre, and Lightning Lab). You'll have opportunities to contribute expertise to many of these great community initiatives.

Opportunities for Students

We value people who think ahead and get noticed, we attract and reward top talent with a competitive salary package and great benefits.

We relish the enthusiasm and fresh viewpoints that summer clerks and graduates bring to the firm's culture. We offer graduates opportunities to experience a range of specialisations and to choose the career path that best plays to your strengths.

Duncan Cotterill's comprehensive Graduate and Summer Clerk programmes provide:

- A rotational programme (graduate level)
- Support for your professional study (graduate level)
- Ongoing training and education
- Regular feedback
- Challenging and interesting work
- Social and sporting opportunities
- A supportive work environment
- Competitive remuneration.

Solicitor: Ruby Yeats

What was the most challenging part about starting with Duncan Cotterill?

Definitely settling into life outside of university. Having completed a four-year law degree plus my professional studies, I thought I would have a good base of knowledge for the job. While that may have been true, it turns out learning about law and actually practising law are very different things. You have to be prepared to basically start from scratch on certain things. There are countless tips and tricks I didn't pick at law school, but luckily I've had some great mentors to guide me through.

What are the social opportunities like at Duncan Cotterill?

We're a very social firm. I've been on the Social Committee since day one, so I've had a hand in planning our various social events throughout the year. BBQs at the park, social netball, 5km fun

runs, bake-offs, quiz nights, Friday drinks, formal dinners – you name it, we've put it on!

What makes Duncan Cotterill different from other firms?

I think it's a combination of two things – full-service, and work-life balance. It's so important to gain exposure to many types of work while you're young and our grad programme gives you that full-service experience, so you can make an informed decision about the direction you want to take. I have tried a hundred and one types of law here, and I know there'll be an opportunity to put my hand up for the hundred and second! In terms of work-life balance, I feel I'm actually encouraged to avoid late nights in the office. At the end of the day, a job is a job, and you need to remain a well-rounded individual outside of work – I think Duncan Cotterill really emphasises this.

The future is bright.



Our comprehensive Graduate and Summer Clerk programmes provide:

- A rotational programme (graduate level)
- Support for your professional study (graduate level)
- Ongoing training and education
- Regular feedback
- Challenging and interesting work
- Social and sporting opportunities
- A supportive work environment
- Competitive remuneration



Your career starts here!

Applications close 31 March 2016 for our 2016/17 summer clerk and 2017 graduate opportunities.

For information regarding our programmes:

<http://nz.gradconnection.com/employers/duncancotterill>



[facebook.com/duncancotterillcareers](https://www.facebook.com/duncancotterillcareers)



[linkedin.com/company/duncan-cotterill](https://www.linkedin.com/company/duncan-cotterill)



Moving on tomorrow. **Today.**
duncancotterill.com

Mayne Wetherell

General Details:

Location: Auckland.

Areas of expertise: corporate and finance law.

Staff: 31

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 Deutsche Bank, KKR and Värde in relation to the acquisition and funding of GE's Australia and New Zealand A\$8.2 billion consumer finance business.

The firm recently relocated to brand new offices in Wynyard Quarter.

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 market leaders in corporate and finance law.

Opportunities for Students

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

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

Summer Clerk 2015/16: Charlotte Garland

What team/s did you clerk in over summer and which was your favourite?

Mayne Wetherell does not have separate teams. Instead the firm operates as a single team and every solicitor is exposed to the wide range of legal work that arises in business transactions. While the firm focuses primarily on corporate and finance transactions, I was also exposed to other fields of law over my summer, including everything from property law to competition law to the NZX listing rules. The end result was that no one day of my summer was the same.



What are the social opportunities like at Mayne Wetherell?

The summer social calendar is teeming with activities and nights out. Highlights include paintball, the various Christmas celebrations and the firm retreat. Naturally, as lawyers, everyone is competitive when it comes to the quiz night and bake-off. On a daily basis there was never a shortage of someone offering to grab a coffee or go out for lunch.

What makes Mayne Wetherell different from other firms?

Mayne Wetherell is unlike any other firm. A defining feature of Mayne Wetherell is its lack of hierarchy. Not only does the firm pride itself on working on the most complex commercial transactions in the country, it also takes immense pride in the fantastic work culture that exists within the firm. All of the partners and senior associates have a keen interest and take a hands-on role in the development of the firm's young lawyers. I've been invited into meetings and asked to draft documents that were relevant to live, commercially-sensitive transactions. From top down there is a very relaxed, informal approach which gives you a higher degree of exposure to senior members of the firm. The result is that all juniors feel as comfortable with the partners as they do with their peers.

Another unique feature of Mayne Wetherell is the care with which the firm selects its summer clerks. From day one I felt that I slotted seamlessly into a team that was committed to my training as a future member of the firm. The net result was an enjoyable summer clerking experience full of banter, coffee outings and overall, an excellent introduction to my legal career.

Mayne Wetherell is recruiting.



**Expect more.
Be rewarded.**

**Mayne
Wetherell**

www.maynewetherell.com

Simpson Grierson

General Details:

Locations: Auckland, Wellington, Christchurch.

Areas of expertise: full-service law firm with five departments: banking and finance, commercial, litigation, resources and infrastructure, and business services.

Staff: 330+

Contact: Liz Reed (Human Resources Consultant) liz.reed@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. Simpson Grierson won the Equal Employment Opportunities Trust's "positive inclusion" award and, most recently, the "best diversity strategy" award from the New Zealand Associate of Graduate Employers. The firm was the first organisation in New Zealand to be awarded the Rainbow Tick. 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 2015. These included advising Marlborough Lines on its acquisition of Yealands Wine Group, acting on the establishment of peer-to-peer lender Harmony, and advising Silicon Valley-based venture capital firm Accel Partners on its investment in Xero.

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 a 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, and 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 2016.

Applications for Simpson Grierson's summer clerkship programme open on 17 March and close on 31 March. The interviews are on 3 and 4 May 2016. The firm takes on approximately 18 summer clerks each year. For more information visit

www.simpsongrierson.com/graduates

Summer Clerk: Katie Dewar

What team/s did you clerk in over summer and which was your favourite?

I clerked in the employment team for my first (pre-Christmas) rotation. It was definitely one of the busiest times of the year for the team so I found that I was given a steady workload right from the outset. Because of this I was on a steep learning curve. However, by the end of the first week I felt so much more comfortable with the work that I was doing and that my place in the team was valued. I really enjoyed my time in the employment team as the work was fast-paced and the people made a big effort to make me feel included in the team dynamics.

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

The most challenging aspect of work was just simple unfamili-

arity with how the law operates in the real world. Throughout university I have never had the opportunity to draft agreements, follow the day to day workings of a law firm or see how clients are managed. Throughout my time at Simpson Grierson I was able to become familiar with it all.

What makes Simpson Grierson different from other firms?

I think the day-to-day interactions at the firm are much more relaxed than at other firms. People want to know you as a person rather than as "just another summer clerk".



The central graphic is a video player interface. At the top, the text "JOIN US" is written in a large, orange, sans-serif font, with a play button icon integrated into the letter 'O'. Below this, the text "and be part of the story" is written in a smaller, white, sans-serif font. The video player includes a grey progress bar with a red segment and a white playhead, and a volume icon on the right. A large white hand icon is shown pointing at the play button. Surrounding the video player are several circular icons and portraits of employees, connected by dashed lines. The icons include a person running up a bar chart, a person with arms raised, a hand pointing up, a group of people, a hand pointing at a play button, a person's head with gears, and a group of people sitting around a table. The portraits are of a man in a suit, a woman with glasses, and a man in a suit.



Berry Simons

General Details:

Location: Auckland.

Areas of expertise: environmental law/resource management law.

Staff: 3 partners, 12+ other legal staff

Contact: Bronwyn McConchie, bronwyn@berrysimons.co.nz

About the Firm

So you're considering environmental law? Berry Simons is a boutique environmental/resource management law firm with a team of talented people, and supportive partners.

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

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

Working at the Firm

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

out your career with us. We want you to succeed."

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

Solicitor: Heather Philip

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

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

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

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

If you're interested in knowing more, visit www.berrysimons.co.nz or phone Bronwyn McConchie on (09) 9692300 or email bronwyn@berrysimons.co.nz



BERRYSIMONS
ENVIRONMENTAL LAW

We'll help you grow
and flourish in
Environmental Law.
Join us.

+64 9 969 2300

info@berrysimons.co.nz

www.berrysimons.co.nz

NEED A MORE CHALLENGING SUMMER?



APPLICATIONS FOR SUMMER CLERK AND 2017 GRADUATE
POSITIONS OPEN 17 MARCH 2016

APPLICATIONS FOR THE RUSSELL MCVEAGH SCHOLARSHIP
OPEN 13 JUNE 2016

FOR MORE INFORMATION, VISIT **SUMMERCLERK.CO.NZ**

RUSSELL McVEAGH

Russell McVeagh

General Details:

Locations: Auckland, Wellington.

Areas of expertise: banking and finance, corporate advisory, employment, environment, litigation, property, public, regulatory and competition law, tax.

Staff: 35 partners, 16 senior associates, 6 consultants, and approximately 150 other legal staff.

Contact: Pagen Plaizier, pagen.plaizier@russellmcveagh.com

About the Firm

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

Working at the Firm

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

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

Russell McVeagh won the Employer of Choice Award at the New Zealand Law Awards in 2015, recognising the best law firms to work for in New Zealand. Additionally, the firm won M&A Deal of the Year at the New Zealand Law Awards and was voted Most Desirable Law Graduate Employer as voted by students in the 2015 Talent Solutions student survey.

Russell McVeagh has been recognised by the EEO Trust and Asia Women in Business Law Awards, which recognise and celebrate the best initiatives for gender diversity, innovation, work-life balance, pro bono work and talent management.

Opportunities for Students

Russell McVeagh offers law scholarships to both school leavers from all schools throughout New Zealand and university students in every year. The scholarship programme offers support while you're at university through a mentoring scheme, financial assistance, invitations to the firm's social events, and a summer clerkship in your penultimate year of study. Applications for the Russell McVeagh Scholarship will open in June 2016.

Russell McVeagh recruits summer clerks during the university recruitment round with applications open from 17 March to 31 March 2016.

Students who apply to summer clerk must be studying law at a New Zealand university, and are usually in their penultimate year of study. Approximately 30 to 35 summer clerks are taken in the Auckland office, and 10 to 15 in the Wellington office, often dependent on the structure of the teams within the firm at the time.

As a summer clerk at Russell McVeagh you will share an office with a senior solicitor or partner for the summer. You will work in at least two practice areas of your choice, have ongoing training, meet some great people and enjoy all the perks of working in a top tier law firm.

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

Summer Clerk: Sid Dymond

What have you found challenging about clerking at Russell McVeagh?

Getting up early! That's a joke (sort of) – really the biggest challenge to overcome is that a working environment entails a completely different culture from university. From the standard of dress to the quality of work – everything you do requires professionalism and attention to detail. A lot more is expected of you and you have to adapt to working at a much faster pace. That's just a product of the fact that Russell McVeagh expects the best from its employees (clerks are no exception) and is something that you quickly acclimatise to.

What are the social opportunities like at Russell McVeagh?

The great thing about clerking over the summer is that you get thrown headfirst into the silly season – meaning there are plenty

of Christmas parties, end-of-year drinks, all kinds of celebrations to let the clerks socialise and get to know people from the firm. There are also plenty of sporting opportunities that we were welcome to get involved in, like the firm footy team or the interfirm touch tournament. It's a really friendly and welcoming environment.

What makes Russell McVeagh different from other firms?

I think Russell McVeagh really recognises the importance of the summer clerk programme and puts a lot of effort into making us feel like valued members of the team. It's really rewarding when you see a piece of work you've drafted or helped write actually be used. Our orientation at Matakana, the hours of training, and consistent opportunities to get involved in real work are testament to that.

Anthony Harper

General Details:

Locations: Auckland, Christchurch.

Areas of expertise: full-service law firm with the following specialist areas – banking and finance, insolvency and corporate recovery, construction, corporate advisory, employment, food and beverage, health and safety, insurance, intellectual property, litigation, logistics and transport, property, resource management, retail, retirement villages, technology, trusts and asset planning.

Staff: 97

Contact: Fleur Templeton (HR Manager)

About the Firm

Anthony Harper is an award-winning national law firm. For more than 150 years we have helped, assisted and advised New Zealand and international clients to achieve their goals. Our lawyers are high-performing, internationally-ranked and much sought after for their pragmatic, commercially-focused business advice.

Our partners are recognised as experts and this is reflected in the rankings in the 2016 Asia Pacific Legal 500 Directory. Twenty-one of our lawyers were recommended in the commentary and three were listed as “Leading Individuals”, the highest possible honour.

We are also prize winners. We were nominated in six categories at the 2015 New Zealand Law Awards, a significant achievement, and were awarded the trophy for both Employer of Choice, for the second consecutive year, and Mid-size Deal of the Year.

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

Working at the Firm

At Anthony Harper, it's all about our people and the way that we work, both within our chosen areas of expertise and with one another. We know the difference that a truly interested, passionate and enthusiastic approach can make to an outcome. This is what we call the Anthony Harper Way:

- Upfront, honest and accountable
- Think best
- Whatever it takes

Summer Clerks

In their own words, our 2015 summer clerks have enjoyed: “the challenging nature of the work provided. Rather than just being set menial tasks that don't seem to achieve anything, I was given difficult research topics that really made me work. The fact that I was given the background information and actual files to read, rather than just being given individual small tasks, gave a much more 'real' sense of what being a lawyer involves, which is vastly different from what I expected – in a good way!”

Our clerks work hand-in-hand with their team and are supported by a partner and a buddy. One clerk described the challenge as “the extensive variety of work I am given means I am often faced with concepts and processes I have never encountered. Every day I leave the office with a new sense of accomplishment”.

- Proud to be us
- We've got your back.

We care deeply about empowering our staff to develop their careers and to help them to be the best they can be. Our Professional Continuum is designed to provide a clear and transparent description of the professional capabilities and performance indicators required at each career stage. Monthly internal training seminars are run by each practice team and in-house seminars cover a wide range of topics from retirement planning to presentation skills. We provide opportunities to attend seminars, presentations and conferences, encourage thought-leadership and media interaction, reimburse course fees and provide study leave.

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

Opportunities for Students

Anthony Harper runs a summer law programme designed to give students a thorough grounding of what it takes to be a lawyer in a top law firm. 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 2016.

The summer clerks are involved in client meetings, drafting legal opinions, agreements and letters, taking part in training sessions and are a fully integrated part of our social activities. As one clerk said: “Anthony Harper strikes the perfect balance of a work environment that is both comfortable and friendly, but still maintains a high level of professionalism. The opportunities given to a summer clerk at Anthony Harper well and truly surpasses the standard summer clerk experience”.

Gilbert Walker

General Details:

Location: Auckland.

Areas of expertise: commercial litigation.

Staff: Three partners, six other lawyers, one researcher, 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, 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 currently employed by Gilbert Walker all previously served as judges' clerks or prosecutors, but the firm has employed exceptional candidates directly out of law school in the past.

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

Graduate: Benedict Tompkins

What team/s did you clerk in over summer and which was your favourite?

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 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.

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.

Hudson Gavin Martin

General Details:

Location: Auckland.

Area of expertise: technology, media and intellectual property.

Staff: Five partners and approximately ten lawyers

Contact: Mark Gavin, Partner: mark.gavin@hgmlegal.com

About the Firm

Hudson Gavin Martin is a corporate and commercial boutique law firm that specialises in working with clients to develop, invest in, exploit, and protect technology and intellectual property, as well as media companies. The firm comprises one of the largest teams in New Zealand of Technology and IP specialists. Hudson Gavin Martin's clients range from large international and local companies to start up technology companies and individuals including inventors and game developers.

The firm has undertaken a lot of notable recent work, including acting for Microsoft on the acquisition of Green Button, Bendon with the roll out of the Heidi Klum range, acting for Eight Mile Style LLC (the company that administers the rights to Eminem's music) in relation to the National Party's use of music for the 2014 election campaign and the Recording Industry of America in relation to Kim Dotcom and asset freezes.

The 2015 Chambers rankings saw the firm rated Band 2 in Intellectual Property and Technology, Mark Gavin as Band 1 in Intellectual Property, and Simon Martin as Band 1 in Technology. The Asia Pacific Legal 500 ranks the firm as Band 2 in Intellectual Property and Mark Gavin and Jason Rudkin-Binks as Leading Individuals.

Working at the Firm

Hudson Gavin Martin works with many major clients, including Louis Vuitton, Microsoft, Vodafone, Spotify, Bendon and LG Electronics. It also provides pro bono services to a number of

organisations including the Royal New Zealand Foundation of the Blind, Beat Bowel Cancer Aotearoa and the Pindrop Foundation.

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

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

Opportunities for Students

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

Graduate: Samuel Choi

What team are you working in at Hudson Gavin Martin?

As a junior, I am not allocated to just one team or partner but work with all of the partners and senior lawyers in the firm who specialise in different areas. I work across a broad range of areas from the general commercial and transactional matters to the more specific areas such as IP commercialisation and technology-related advice, as well as litigation and dispute resolution.

What do you enjoy most about working at Hudson Gavin Martin?

I enjoy most the diversity of work I am exposed to at Hudson Gavin Martin. Rather than specialising in one specific area of law, I am able to work on corporate, litigation, IP and technology related matters all in one day! Most of the work tends to have a technology or an intellectual property focus. I get to work closely with and learn from lawyers who are leading practitioners in these areas with a strong passion for their work.

What are the social opportunities like at Hudson Gavin Martin?

The firm has regular Friday night drinks as well as various other social events such as friends and family drinks, team-building functions, occasional lunches and dinners and the firm Christmas party.

What makes Hudson Gavin Martin different from other firms?

What sets Hudson Gavin Martin apart is the firm's incredible working (and not to mention the office) environment and the people whose commitment to expertise and passion for their areas of expertise – specifically, intellectual property, technology or media – are second to none.

Kayes Fletcher Walker

General Details:

Location: Manukau.

Main practice areas: criminal and regulation litigation.

Staff: 34

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

About the Firm

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

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

The Manukau warrant has given Kayes Fletcher Walker the opportunity to build a Crown Solicitor's office that reflects its community, prosecutes crime firmly but fairly, and works collaboratively with its justice sector partners (including courts, defence lawyers and Police) to provide a timely, cost-effective service without compromise to principle or quality. To achieve this the firm aims to employ people from diverse backgrounds who are intelligent, fair-minded, public-spirited, diligent, collaborative and fun – and to train them to be the best they can be. Kayes Fletcher Walker is particularly committed to achieving gender and ethnic balance at all levels of the firm. The firm's mission is to create a successful firm with a strong Crown identity that takes pride in its work and in its people.

Working at the Firm

With the award of the Crown Solicitor's warrant in 2015, the firm (which was only formed in 2014) has grown from four to 34 staff in a matter of months. All of the firm's 27 lawyers appear regularly (near enough to daily) in the three South Auckland District Courts (Manukau, Papakura and Pukekohe) and the Auckland High Court, prosecuting a wide range of crime including cases of fraud, drug dealing, sexual assault and murder. The appearances include not only judge-alone and jury trials but also pre-trial evidential challenges (such as to Police search warrants and suspect interviews), bail hearings and sentencings. Given the volume and variety of work, Crown prosecution offers young lawyers unrivalled litigation experience.

In October 2015, Kayes Fletcher Walker moved into premises in the new and striking Manukau Institute of Technology building

(which also has a train station in the basement). The spacious open-plan design of the main work area, and the lounge and café spaces where files are also discussed, are in keeping with the firm's collaborative and collegial culture and commitment to mentoring and training.

Kayes Fletcher Walker 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 weekly Te Reo Māori lessons (led by two of its fluent Māori-speaking solicitors).

Opportunities for Students

Kayes Fletcher Walker undertook an extensive recruitment process when it was awarded the Crown warrant in mid-2015. Although currently fully-staffed, employment opportunities are likely to arise. 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. Information about job vacancies (when they arise) will be posted on the firm's website: www.kfw.co.nz

Natalie Walker

Manukau Crown Solicitor



Natalie Walker completed her BA/LLB at the University of Auckland and her LLM at University College, London. She worked at Meredith Connell, the Office of the Auckland Crown Solicitor, as a criminal prosecutor for 13 years before starting her own firm, Kayes Fletcher Walker. In May 2015, she was appointed Crown Solicitor for Manukau.

What is day-to-day-life like for the Crown Solicitor for Manukau?

No two days are ever the same. As a result of my warrant, the firm has the privilege of prosecuting all serious crime in the district on behalf of the Solicitor-General. There's a lot of crime to prosecute because it's a large district with a large population. The district's northern boundary goes from Howick in the east, through Otahuhu, to Manukau and Mangere in the west (including the airport). The southern boundary extends from the Waikato Heads in the west over to the Hunua Ranges and the Firth of Thames in the east.

My primary role is to supervise the discharge of prosecution services by the office. We now have 27 prosecutors and at any one time will have responsibility for over 500 cases. All the time there are decisions needing to be made about charges and the sufficiency of evidence, as well as submissions to review and prosecutors needing advice about their files. There are about 12 jury trials scheduled every week in the Manukau District Court. Only three will get on at any one time, but with last-minute guilty pleas or defendants and witnesses not showing up, there's some uncertainty about just what cases will be heard, and we have to be prepared for any of the 12 trials to proceed. We also prosecute in the Auckland High Court the really serious crime (most obviously murder) that originates in our district. I recently finished a four-week murder trial there, my first as Crown Solicitor. That's another part of my role, to carry my share of the trial workload of the firm. I love being in the office talking to prosecutors about their files but the really fulfilling part of the job is being in court, interacting with judges, juries, defence lawyers, victims, defendants, witnesses and police officers.

What attracted you to criminal prosecution?

I started out in law at Chapman Tripp where I had amazing training, working for some inspirational partners like Arthur Young, but I never really connected with commercial law. After doing my LLM overseas, I decided I wanted to get into court, and criminal law appealed as the best way to do this. I was fortunate to get a job at Meredith Connell and was there for 13 fabulous years. There's no training like regularly appearing in court fronting your own cases. There is huge variety to criminal law, no two cases are the same, and it's a great privilege to represent the Crown and government departments. It never gets boring.

Did you ever do, or want to do, criminal defence work?

Yes. In fact I've had two short stints as a defence lawyer. The first was working for John Haigh QC while waiting for a job to free up at Meredith Connell. John was a formidable advocate but also

had huge fun in how he practised. I learnt a lot from him and had very mixed feelings when the vacancy arose at Merediths. The second short stint was 13 years later when I left the partnership at Meredith Connell to start my own firm with my husband, Ned Fletcher, and our close friend, Gareth Kayes. We envisaged doing predominantly defence work – and indeed that's what we did for 10 months until I was appointed Crown Solicitor. But in truth we never really got to become the defence lawyers we wanted to be because only four months after opening the doors the opportunity to tender for the new Manukau warrant arose. We did enough to appreciate the rewards and challenges of the job. The highs are higher but the lows are lower than prosecuting. We have great admiration for our colleagues at the defence bar who undertake such publicly important work.

Some criminal matters are related to some very heavy issues. Does this field of the law ever take an emotional toll on you? If so, how do you deal with it?

Unfortunately in this job you do see the worst of human nature. It is sad, tragic and sometimes makes you very angry. You develop a thick skin because you have to and because you can't let the emotion cloud your judgement and affect your performance in court. Talking to others in the office about your cases is the best way to deal with the heavy content and we do it all the time.

Manukau is a very diverse part of Auckland, do you think it is important for there to be lawyers from that community representing their own people?

Our district is the most diverse in the country, with large Māori, Pasifika and Asian populations. A central part of our mission is to build an office that reflects its community, that prosecutes crime firmly but with an understanding of the challenges that its people face. Several of our staff come from South Auckland. Many ethnicities/nationalities are represented including Māori, Cook Island Māori, Fijian, Tongan, Samoan, Malaysian, Sri Lankan and Chinese. We have three Te Reo Māori speakers in our office, who take us in weekly language lessons. We have our own firm waiata. I try to start all my speeches with a mihi. This is all important to the culture of the firm and I think contributes to a different, richer perspective about our work.

Meredith Connell

General Details:

Locations: Auckland, Wellington.

Areas of expertise: criminal litigation, property, commercial litigation, public law, commerce compliance and insolvency.

Staff: 30 partners, 60+ associates and juniors

Contact: Managing partner, Steve Hazard: steve.hazard@meredithconnell.co.nz

About the Firm

Meredith Connell was established in 1922, and since its inception, it has held the Crown Solicitor's Warrant for the Auckland region. The Warrant is effectively legal services contract between central government and an individual giving responsibility to prosecute jury-trial work in a certain region. The Warrant is given to an individual, who has the ability to delegate that responsibility to other lawyers in their firm who have been classified by Crown Law to prosecute Crown cases.

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

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

Working at the Firm

Advocates spend a lot of time away from the office in Court, as opposed to working in many commercial firms, where the days are spent predominantly behind a desk. A lot of the criminal trial

work can be both complex and sad, and it can be gruelling to witness some of the awful things that people do to each other.

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

Opportunities for Students

Meredith Connell tends to employ junior lawyers once they have got their practising certificate, because most of the firm's employees are litigators and are frequently in Court. As such, it is common for Meredith Connell to take on lawyers once they are 12, 18 or 24 months into their professional lives and have gained some experience.

Meredith Connell runs an internship programme that students should consider. There are two different streams – one is a Māori/Pacific internship, and one is a general scheme. The internship involves working two afternoons a week at Meredith Connell for a year, probably in the student's last, or second to last year, in the expectation that it will lead to employment after graduation. Two of the interns provide support to the Crown Specialist Group, and two work in the Commercial Group.

Intern: Matthew Budler

What have you enjoyed most about interning at Meredith Connell?

I have enjoyed many things but above all the diversity of work at Meredith Connell has been exceptional. I was able to work on both criminal and civil litigation throughout the whole legal process. The work given to me as an intern was engaging and challenging and I had great support from a superb team. Perhaps the reason I enjoyed this most is because I felt that I was genuinely contributing to the cases I was on by what I was doing.

What qualities do you think are required of a person wanting to intern at Meredith Connell?

The most important characteristics would be an ability and willingness to adapt and learn from your environment, an eagerness to take on work and the self awareness to know that no matter how well you have done in law school there is still so much to learn.

How did you manage your time, interning and studying?

I have always been a busy person and have filled my life with different activities so this is something that I work hard at doing well. It really helps to keep the work life balance no matter how busy you perceive yourself to be and to make time for the important things outside of work and study. Putting that aside, I think one of the incredible attributes of the MC internship was the flexibility. The firm, and my mentor Will, were very understanding of the ebbs and flows of university life and I was able to adjust my working hours accordingly.

Minter Ellison Rudd Watts

General Details:

Locations: Auckland, Wellington.

Areas of expertise: full-service law firm with particular expertise in banking and financial services, corporate, real estate, construction, dispute resolution and insolvency.

Staff: 41 partners and 195 other legal staff

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

About the Firm

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

In 2015, Stacey Shortall, one of our Dispute Resolution partners in Wellington, won a Woman of Influence Award in the Community and Not-For-Profit category. Stacey was also awarded the 2015 Lawyer of the Year by LawFuel. Stacey received these awards not just because of her legal prowess, but because of her ability to transcend her legal career to create significant social programmes that benefit less advantaged members of the community. One of our Auckland Construction partners, Janine Stewart, won the Young Private Practice Lawyer of the Year at the 2015 New Zealand Law Awards. Janine was promoted to partnership at just 33, has led major multi-million dollar litigation, and is widely respected for her exceptional legal acumen.

Working at the Firm

Minter Ellison Rudd Watts works with a full range of clients – predominantly large corporates, banks, government entities and substantial privately owned businesses.

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

management, as well as subsidised gym memberships!

Minter Ellison Rudd Watts is proud of being the only New Zealand firm with integrated international connections, and who can offer secondment opportunities across the global Minter Ellison network. When staff head off on their OE, the firm looks to connect them with networks and opportunities overseas.

Opportunities for Students

There are three main ways that students might pursue a career at Minter Ellison Rudd Watts: as an intern, a summer clerk or a graduate.

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

The “noordinarysummer” Summer Clerk Programme runs from November to February each year. Applications open on 17 March 2016 and close on 31 March 2016. Generally applications to summer clerk are accepted from law students in their penultimate year of law school, although many apply a year earlier. The firm does not take a fixed number of clerks, but took 25 in 2015.

The firm also employs graduate students out of university. However, the summer clerk programme is the main source of graduate recruits. Graduate level candidates are encouraged to apply during the summer clerk recruitment round in March.

Summer Clerk: Ana Lenard

What team/s did you clerk in over summer and which was your favourite?

Summer Clerks work in two divisions over summer. I clerked in dispute resolution, and banking and financial services. I was in dispute resolution doing legal research and drafting documents for court on matters such as company valuation, warranty breaches, family court procedure, will drafting, contractual interpretation and the validity of arbitration clauses.



What are the social opportunities like at Minter Ellison Rudd Watts?

There are so many fantastic social events to choose from at Minters. From bubble soccer to weekly indoor netball, Waiheke wine tasting and monthly social club lunches, you have plenty of

opportunities to have down time with your colleagues and meet new people in the firm. On top of the extra events organised by the social club, there are fortnightly Friday night drinks, a mid-year ball and the firm-wide and division Christmas parties held at the end of the year.

What makes Minter Ellison Rudd Watts different from other firms?

Minters offers a working environment that contains the diversity and balance that every graduate desires. The working environment is unparalleled in terms of positive firm culture, supportive colleagues and acceptance of individuality. Those things are in addition to top-notch legal work, big clients and opportunities for individual growth (such as domestic and international secondments, and involvement in the firm's Community Investment Programme).

The Public Sector

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

Additionally, career paths are flexible, with opportunities stretching across numerous departments and ministries. Recruitment is less regimented in the public sector than the private. While limited internship opportunities are available for undergraduate students, exposure and opportunities generally follow graduation. Alternatively, there is potential to migrate from the private sector following previous employment in a firm.

The Government Legal Network (GLN)

General Details:

Locations: The GLN is represented in all main regions but the majority of lawyers work in Wellington.

Areas of law: The Government Legal Network (GLN) has a strong focus on collaborative, professional leadership in the delivery of high-quality legal services to the Crown. Holding in-house advisory roles or advocating on behalf of the Crown in the courts, government lawyers address a broad spectrum of legal issues including commercial, constitutional, international, resource management, human rights and legislative design.

Staff: 1000+

Contact: info@gln.govt.nz For more information about internship opportunities visit www.gln.govt.nz

About the Network

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

Government lawyers work in many different organisations, including:

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

Working in the Network

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

A small team within Crown Law facilitates a range of programmes to support rewarding and nimble career pathways for government lawyers, and the minimisation of Crown legal risk at a systemic level. These programmes include:

- Crown legal risk reporting, monitoring and mitigation.
- Practice Groups encouraging discussion and collaboration across many areas of law.
- Professional development-compliant “lessons-learned” seminars.
- Networking events.
- An intranet containing a database of government lawyer profiles; legal opinions and precedents; training materials and other useful resources.
- Secondment opportunities.
- Talent management and succession planning.
- Summer clerk and graduate programmes.
- An Introduction to Being a Government Lawyer course, catering to both senior and emerging professionals.

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

Opportunities for Students

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

In 2015, the GLN Summer Clerk Programme placed 14 law students into exciting opportunities across government. 2015 also saw the establishment of a Graduate Programme with a two-year, fixed-term rotational structure. Both programmes are designed to equip budding lawyers with a variety of skills essential to both public and private practice.

Summer Clerk Programme

- The Government Legal Network routinely recruits for the summer clerk programme in March/April of each year.
- Clerkships have a 3-month duration, from the end of November to the end of February.
- Participating departments vary each year but usually include a mix of core Crown departments and Crown entities.
- 10-15 clerks are appointed.
- Clerks undertake a range of research, drafting and junior-level advisory work. Clerks may also provide administrative support (e.g. preparation of bundles, creation of document libraries.)

-
- Full details around the application process, including guidelines and an online application form, will be available on the GLN public-facing website when recruitment opens.
 - If you would like to pre-register your interest in the clerk programme, please email: info@gln.govt.nz We will notify you when recruitment opens.

- Full details around the application process, including guidelines and an online application form, will be available on the GLN public-facing website when recruitment opens.
- If you have a query about the Graduate Programme, please email: info@gln.govt.nz

Graduate Programme

- The Government Legal Network Graduate Programme has a two-year rotational structure involving four six-month placements across government legal teams.
- The programme is designed to immerse talented graduates in a challenging yet supportive learning environment in which they receive access to complex legal issues from the outset. By the end of the programme, graduates will emerge at the Solicitor level, fully competent in a range of tasks.
- The programme was established in 2015 on a pilot basis.
- The next recruitment round is expected to occur in March 2017, with rotation one to commence in November of that year.





GLN INFORMED
CONNECTED
ENGAGED
GOVERNMENT LEGAL NETWORK

PRACTISING IN GOVERNMENT

- **WHAI MŌHIOTANGA**

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

- **WHAI HONONGA**

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

- **WHAI TIKANGA**

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

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

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

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

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

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

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

To find out more, visit our website www.gln.govt.nz or email us at info@gln.govt.nz

Una Jagose

Solicitor-General and Chief Executive of Crown Law



Formerly Deputy Solicitor-General Crown Legal Risk Group and Acting Director of the Government Communications and Security Bureau (GCSB), Una Jagose has recently been appointed to the role of Solicitor-General and Chief Executive of Crown Law.

How has your legal career developed?

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

With the LLM complete, I got a “real lawyers job” in the (then) Ministry of Fisheries’ legal team. There, I was exposed to the wide variety of work public sector lawyers can get involved in: advising on a range of issues (fisheries, public law generally and Treaty principles); becoming involved in legal/policy development of regulatory frameworks; assisting with legislative development; providing advice directly to Ministers and other senior decision makers; appearing before Select Committees; instructing external counsel and preparing the Ministry’s response to litigation proceedings. Being involved in litigation “up close” was a great experience and informed my move to a Crown Counsel role. The following 13 years at Crown Law exposed me to an even wider range of legal issues and to the fine art of litigation, which I enjoy very much. I also received opportunities to extend my broader skills at Crown Law – firstly, as a Team Leader in the Public Law Group and then, in the last two years, Deputy Solicitor-General of the Crown Legal Risk Group.

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

Your appointment to the Solicitor-General role must be exciting. What do you see as the most valuable functions of this role?

I am thrilled by my appointment. Our system of democratic government – committed to the rule of law – requires strong, independent advice and institutions such as the Solicitor-General. As both principal advisor to and advocate for the Crown, it is a role which serves the Crown’s immediate and long term interests. The role also comprises the Chief Executive function of

the Crown Law Office and I am looking forward to leading the talented people (lawyers and non-lawyers alike) at Crown Law to deliver on their strategic purpose. Finally, the position has a wider responsibility to provide professional leadership to lawyers right across the Government Legal Network.

It is an exciting, and challenging, opportunity and I’m very much looking forward to it.

Why do you enjoy working in the public sector?

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

Why types of matters do lawyers in the GLN address?

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

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

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

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

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

But, also: pay good attention to the machinery of government – how does it all fit together, from idea to policy formulation to implementation? What are the roles and functions of the different players? Get the principles of law and constitution out of the textbook and into your everyday life, they fit into the machinery of government and you need to know how that all fits together. Recognise the value of breadth of experience – take opportunities within the public sector and realise the benefit in obtaining relevant private sector experience.

Overall, I would emphasise that a broad professional context provides an invaluable platform for a rewarding future as a senior public servant.

Michael Heron

QC and former Solicitor-General and Chief Executive of Crown Law



Mike Heron has been the Solicitor-General and head of the Crown Law Office for the past three and a half years. After commuting between Auckland and Wellington, he has decided to step down and return to Auckland, working for himself as a barrister and Queen's Counsel. Mike holds an LLB from Victoria University of Wellington and an LLM from Cambridge University.

What did you find fulfilling about your role as Solicitor-General?

As a job I found it extremely exciting because of the wide variety of legal areas it spanned. It was a balanced role – requiring very technical legal work, but also an administrative function in leading Crown Law. I often dropped into cases before arbitrators and courts, so I needed to be comfortable with the legal content put together by our expert lawyers. That content varied a lot - sometimes it related to the Treaty of Waitangi, sometimes it involved criminal prosecutions. Overall I loved the role – it was an awesome job. I got to meet a lot of interesting people, and working as the Solicitor-General was an absolute privilege.

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

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

Did the Solicitor-General role interact with Parliament at all?

It did. The role of the Principal Law Officers (Attorney-General and Solicitor-General) is to function as the Executive's lawyers, but at times the branches do intersect. I would attend select committees every six months, and sometimes advise ministers who were leading select committees. Ministers effectively direct their ministries and often require legal advice, which they sometimes took from us. It's a very enjoyable part of the job.

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

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

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

How has your legal career developed?

My own legal career is pretty eclectic and diverse. I started at Kensington Swan as a summer clerk, before clerking at Buddle

Findlay after finishing at Victoria University. I travelled and did my LLM at Cambridge, and then took a job at Allen & Overy in London. I worked in their capital markets team, which gave me a chance to work and live in London, and start paying off my student debts at the same time!

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

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

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

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

Public Defence Service

General Details:

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

Areas of expertise: criminal, litigation.

Staff: 195

Contact: recruitment@justice.govt.nz, career opportunities will be advertised on: careers.justice.govt.nz/pages/vacancies.aspx

About the Organisation

The PDS is a unit that operates independently within the Ministry of Justice. The Public Defence Service (PDS) provides high-quality criminal legal aid services to people who could not otherwise access them. It does this by providing:

- Advice and 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. The PDS operates 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 contains a mix of senior, intermediate and junior lawyers.

Working at the Organisation

The wide variety of work undertaken by the PDS makes it an exciting place to work, and it maintains a collaborative and supportive environment. Our work is all litigation based, with all lawyers spending lots of time in Court and with clients.

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

The bulk of the PDS's work is in the District Court and concerns cases which, if they went to trial, would be dealt with by a judge alone. It also receives cases for jury trial (maximum penalty of two years or more), including the most serious charges which can only be dealt with in the High Court. Lawyers have multiple clients and files at any one time. The key elements of the work are: client interviews and obtaining instructions; reviewing disclosure; drafting court documents; liaising with the prosecution, the court, witnesses and the client; and representing the client at all stages of the proceeding in court.

Opportunities for Students

The PDS will be running its third summer internship programme in the 2016-17 summer break. The programme gives students practical exposure to criminal litigation in a supportive "law firm" environment. It provides training; mentoring and a hands-on

learning style so that interns gain the most from their experience and contribute in a substantive way to the cases they work on. Interns are encouraged to join PDS following their graduation, to help develop a quality junior criminal defence bar.

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

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

Applications for the 2016-17 summer internship programme will open in September, and all interested students are invited to apply.

Intern: Jasmine

"My internship at the Public Defence Service Wellington has been fascinating but also frenetic. I have been exposed to all imaginable areas of criminal activity. I have gained a tremendous quantity of valuable experience which could only be gained through the job as opposed to reading case after case at law school. I have had the opportunity to attend a variety of courts and watch the lawyers fight for their clients. Practical skills such as how to client interview, how to publicly speak to the judges and how to negotiate with the police were aspects of the training and learning. These tools have provided me with insight into the real workings of the legal world.

"I have learnt an incredible amount about criminal law through research projects I have been assigned to by the lawyers and through reading disclosures of current matters. My legal writing skills have dramatically improved as I have been given the opportunity to prepare written submissions and sentence indications for the court.

"In addition to all of this, I have helped with administration in the office and this too is a foundational feature behind the client process. I have prepared files for the lawyers and gained key administrative experience through data entry and learning

to effectively use the legal database. The office has been very accommodating and everyone has taken the time to answer my questions and teach me new skills. In all, I am truly grateful for this opportunity and feel honoured by all that has been so generously shared with me."



Public Defence Service
Ratonga Wawao ā-Ture Tūmatanui

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.



careers.justice.govt.nz



The New Zealand Law Society

General Details:

Locations: The national office is at 26 Waring Taylor Street, Wellington 6011. The New Zealand Law Society also has branch offices in Auckland, Hamilton, Gisborne, Napier, New Plymouth, Whanganui, Palmerston North, Wellington, Nelson, Christchurch, Dunedin and Invercargill.

Membership: At 13 January 2016 there were 12,769 lawyers with a current New Zealand practising certificate. Lawyers may also choose to become a member of the New Zealand Law Society. At 13 January 2016, 12,444 lawyers had opted to be members.

Structure: The New Zealand Law Society has had an elected President since 1897. Chris Moore is the current President and he will complete a three-year term in April 2016 when Kathryn Beck will become the 30th President of the New Zealand Law Society. The Law Society's direction and activities are decided by a Council, elected by members. The Law Society's work is carried out by a permanent staff of over 100 and through a strong voluntary input by lawyers around New Zealand.

Staff: 1000+

Contact: info@gn.govt.nz

For more information about internship opportunities visit www.gln.govt.nz

About the Organisation

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

Regulation

Anyone who wants to provide legal services must obtain a practising certificate from the Law Society. The Law Society administers the Rules of Conduct and Client Care for Lawyers which are binding on all lawyers and set minimum standards for legal practice in New Zealand. The Lawyers Complaints Service operated by the Law Society investigates and resolves all complaints made against lawyers, law firms and non-legal employees. The Law Society also oversees the mandatory Continuing Professional Development (CPD) requirement under which practising lawyers are required to plan and complete a minimum of 10 hours of CPD activities each year. The Law Society's regulatory role is funded through an annual practising fee which all lawyers in practice must pay.

The Lawyers and Conveyancers Act 2006 requires the Law Society to assist and promote, for the purpose of upholding the rule of law and facilitating the administration of justice, the reform of the law. To do this it maintains 16 specialist committees which examine proposals to make new laws and prepare submissions on how the legislation can be made most effective. Most Law Society submissions focus on matters of legal principle, drafting or technical matters, rather than on policy. The aim is to ensure the legislation will work in practice. Law Society submissions also represent the public interest on matters such as access to justice, the administration of justice, constitutional protections, and the rule of law.

Membership activities

As a membership organisation, the Law Society provides a wide and varied range of services. These include a national law library service, provision of continuing professional development through the Law Society's wholly-owned education provider NZLS CLE Ltd, and events and services delivered through the

13 Law Society branches around New Zealand. Law Society events include formal bar dinners, social events, casual learning sessions, committee meetings, study groups, and skills development sessions.

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

The Law Society also keeps lawyers informed on the legal profession, the delivery of legal services, and other relevant matters through a range of publications and online information. These include the weekly e-newsletter *LawPoints* and the fortnightly magazine *LawTalk*.

Opportunities for Students

While the Law Society is focused on regulating and providing services for lawyers in practice, it is working to develop a greater presence among law students. Most people encounter the New Zealand Law Society first when they want to be admitted as barristers and solicitors. As part of its drive to provide more information to law students, the Law Society has developed a special weekly e-newsletter, *LawPoints Community*. This can be received free by signing up at www.lawsociety.org.nz/news-and-communications/lawpoints/lawpoints-community. The Law Society also makes copies of its magazine *LawTalk* available to law students through the country's law schools. *LawTalk* is also available online (at www.lawsociety.org.nz/lawtalk). Further information can be found on the Law Society website:

www.lawsociety.org.nz

The Law Commission

General Details:

Location: Wellington.

Area of law: law reform.

Staff: Four commissioners, around ten legal policy advisors, and ten other staff

Contact: com@lawcom.govt.nz

About the Organisation

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

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

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

Working at the Organisation:

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

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

Social Justice

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

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

Amnesty International

General Details:

Areas of expertise: Human rights, advocacy.

Locations: Teams in locations all over the country.

Contact: Sandra Cullen, applynow@amnesty.org.nz

About the Organisation

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

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

Working at the Organisation

Work at Amnesty is diverse and challenging. Campaigns require effective research, planning and execution to be effective.

There are plenty of opportunities to interact with other groups in human rights campaigns, including the Human Rights Commission, community and civil groups as well as international networks. In particular, contact with other organisations is an important component of research and advocacy roles.

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

Opportunities for Students

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

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

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

Citizens Advice Bureau

General Details:

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

Staff: Over 2,600 trained volunteers

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

About the Organisation

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

The Citizens Advice Bureau is about promoting knowledge and understanding and providing people with the confidence and support that will enable them to influence the things that affect them. When helping individual clients the Bureau's aim is not to take over the management of a client's situation, but instead to work alongside them, helping them to help themselves and providing pathways for resolving their issues to ensure that the client has an opportunity learn and grow in confidence.

The aims of Citizens Advice Bureaux New Zealand (CABNZ) are to:

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

The Citizens Advice Bureau, unlike the Government, does not have a statutory obligation to take the prescribed course of action if people disclose certain issues, and as such, people often feel safer disclosing sensitive and serious issues to a Citizens Advice Bureau than they do to Government agencies. The Bureau's responses to clients are driven by the client's needs rather than statutory accountabilities, giving them an advantage in both uncovering the fundamental issues for at-risk clients, and in assisting them with these issues.

Opportunities for Students

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

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

at Interviewing, they can become an Accredited Bureau Interviewer.

Most Bureau roster their Interviewers on duty weekly or fortnightly, for a two or three-hour shift. It is a position that would not only look great on a law student's CV, but one that would also provide beneficial practical experience of dealing with clients.

Community Law

General Details:

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

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

Staff: 88 legal staff

Contact: Students interested in opportunities with Community Law should find their local CLC to contact at www.communitylaw.org.nz/your-local-centre/find-a-community-law-centre

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 practising lawyers. With the help of 1200 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 they have sufficient resources, and when the issues at hand are sufficiently serious, such as when a person is experiencing loss of income, loss of housing, harm in the home, or a serious social justice issue. Community Law Centres are funded to prioritise people on low incomes.

There are also more specific Community Law Centres. Auckland Disability Law is the only Community Law Centre in New Zealand that provides specialist disability legal advice and services for disabled people, their families and whanau. Similarly, YouthLaw is a Community Law Centre for children and young people nationwide that provides free legal services to anyone under 25 who is unable to access legal help elsewhere. Ngai Tahu 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.

Vernon Tava

Solicitor, Auckland Community Law Centre



Vernon Tava is an elected member of the Waitematā Local Board of Auckland Council. He also works at the Auckland Community Law Centre. Vernon holds an LLB and LLM (First Hons) from the University of Auckland.

What is your role?

I work as a solicitor at the Auckland Community Law Centre (AACL) which is on Anzac Avenue, very near Auckland Law School. It was formerly known as the Grey Lynn Neighbourhood Law Office, New Zealand's first CLC, established in 1977. Back then, Grey Lynn was a poor, tough, inner-city suburb; by the time the office moved, in 2014, Grey Lynn had become a very different place and it made sense to move somewhere more accessible to clients from all over the city.

What is a Community Law Centre?

A Community Law Centre is set up to provide legal services, advice and information to people on low and fixed incomes. AACL is a charitable trust primarily funded by a Ministry of Justice grant and private donations. Legal Aid is now primarily restricted to crimes where there is a possible sentence of six months or more. Generally, for any other matters it will need to be repaid. There is a national network of Community Law Centres providing this essential service.

There are four main areas to our work: representation, assistance, advice, and information. Information is the basic Citizen's Advice Bureau function – read this pamphlet, check this website, etc. Advice is focused on empowering clients to help themselves and the tribunals are well set up for self-represented litigants. Clients need more assistance if they are appearing in front of the courts and we do a lot of work preparing clients to deal with criminal and civil litigation. We only provide full representation services to clients who are relatively high-needs and cannot otherwise obtain representation or where there will be a manifest injustice if we do not help them. We consider litigation to be a last resort in most cases and at that point we will generally refer the client on to a specialist in private practice.

You're also involved in politics. How has your law degree helped with that side of your working life?

I'm an elected member of the Waitematā Local Board, which covers the central city area and inner suburbs. I've found my legal training to be invaluable in terms of understanding legal matters – a lot of what we deal with relates to property law and, of course, resource management. We are consulted on bylaws and regulations and the analytical skills that a law degree provides have been extremely useful in providing high-quality, detailed feedback. More generally, the analytical skills and training in processing large amounts of information that a lawyer receives are an excellent preparation for public service.

How do you balance your two jobs?

With careful attention to my calendar! I normally work 60-80 hours a week but I'm doing so with genuine interest in my work.

If you can find a job in the law that you love then your work-life balance will work itself out. I think it's important to carve out time to relax and enjoy yourself – if the Prime Minister can take a holiday, so can you!

Why would you recommend working at Community Law to a student?

I would strongly recommend community law as a legal job for graduates and early-career lawyers because you cover a bit of everything and acquire a good general knowledge of the operation of law across many areas of practise. However, there is still room to specialise in any area of interest to you. At a large firm it might be quite some time before you are in charge of a file, conduct an interview, or go to court. I was making District Court appearances within a month of starting work.

Ask yourself: what did you want to do with your law degree when you started? When you first thought about being a lawyer, was it really to guide large companies through their transactions? Or was it to help people access justice? That was always why I went to law school and at the AACL I am able to help people who are in difficult situations – maybe they're being ripped off by a predatory lender, maybe they have family issues or criminal charges against them – and AACL can make a real difference to their lives. It can be very fulfilling and meaningful work.

Do outside lawyers have much to do with Community Law Centres?

Some law firms provide staff to our Centre. Bell Gully is particularly generous with its junior solicitors who staff our evening clinics. We are fortunate to have senior practitioners who generously volunteer their time to deal with our more demanding files. We are also grateful to the many lawyers in private practice who are on our referral list and deal with the many enquiries we send their way.

General Details:

Locations: General branches in Auckland, Wellington and Christchurch. There are also campus groups at the University of Auckland, Victoria University of Wellington and the University of Canterbury.

Areas of law: JustSpeak is a network of young people who are interested in creating a just Aotearoa by advocating for evidence and experience-based change to the criminal justice system. We are passionate about creating new conversations and empowering young people to speak out about justice.

Staff: 200+ (students and young professionals)

Contact: Hannah Gabriel (Operations Manager) hannah.gabriel@justspeak.org.nz or visit justspeak.org.nz

About the Organisation

JustSpeak is a movement for social change. We were founded by a group of mostly law students at Victoria University in 2011 who wanted to see better public debate about criminal justice and wanted young people to be given a voice. Young people are disproportionately affected by the criminal justice system but are not usually part of any decisions made about criminal justice.

We aim to promote evidence of what works to keep communities safe, reduce offending and recidivism and to help victims recover. We are interested in creating change at a legislative and policy level, as well as encouraging the public to actively engage with justice issues.

We run public forums, camps, submit on legislation and policy changes, release our own reports and look for creative ways to engage with people.

Opportunities for Students

We are always looking for volunteers with a passion for criminal justice. We need people who enjoy legal research and writing, can make legal concepts accessible and interesting to a general audience, who enjoy public speaking, and students who are interested in organising events. Volunteers who want to use creative methods – theatre, film, poetry, prose, art, whatever you are passionate about – to convey ideas about criminal justice to a wide audience, are also very welcome. If you are interested in criminal justice, we would love for you to be a part of our cause.

We also run a part-time internship programme in Wellington over summer – look out on our Facebook page and website, we will be advertising from September.

Courts and Alternative Dispute Resolution

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

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

Careers in ADR generally follow a number of years doing traditional legal work, and there is no set path into the occupation. However, involvement in the ADR community is worthwhile. For those interested, this can provide education, connections and exposure more generally to the world of dispute resolution.

Judges' Clerkships Applications

What do you need?

The applicant needs to be an honours student with excellent grades in their final year of their undergraduate degree. An applicant must submit a CV, record of grades achieved in their university courses of study, names of two referees (at least one of which should be an academic lawyer) who can be contacted in relation to suitability for appointment, and a cover letter.

How do I apply?

You will be invited to apply as a judges' clerk in the Supreme Court, Court of Appeal and the High Court in early March 2016.

What is does a judges' clerk do?

- Legal research.
- Write legal opinions.
- Collate authorities on particular points.
- Provide comments to judges on their draft judgments.
- Write summaries of recent decisions of the courts.
- Provide analysis of issues arising in particular appeals or first instance hearings undertaken by the judges of the courts in which they work.

What are the perks?

The present starting salary of judges' clerks on appointment at all levels is \$43,826 pa with the opportunity to progress in six-monthly increments to \$56,303 pa.

What are the judges looking for?

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

Caitlin Hollings

Judges' Clerk

For whom do you work and in which court?

I work in the Auckland High Court for Justices Venning and Whata. In 2016 I will be working for Justices Heath, Lang and Palmer.

What is the role of the judges' clerk?

Judges' clerks are hired for a term of two years only to work in the High Court, Court of Appeal or Supreme Court. Each Court will provide a different experience to clerks but generally speaking the clerks are there to provide assistance to the judges, including by way of legal research and proof reading draft judgments. Clerks will also sometimes sit in Court, discuss legal issues with their judge (or judges in the High Court) and help with extra-judicial functions such as speeches and seminars.

How did you apply for this role?

The Courts seek applications for judges' clerks early in the year by advertising through the universities. The application requires you to send in to your law school a cover letter, an unofficial transcript and a CV with two referees. The Courts then interview a small number of students for the positions.

Do you have any advice for students wishing to apply? Is there anything you wish you had known before you applied?

I would advise students to go to the information session before applications close. A clerk (or two) comes to talk about the job and the application process in detail. In terms of general advice, something students might not know is that the Courts are looking to hire students with a wide range of elective papers, including some commercial papers, on their transcript. This is obviously not a make-or-break criteria but something to consider when planning your electives.

What qualities are required of a judges' clerk?

The Courts are looking for students with a top academic record and commitment to handling confidential information with absolute discretion as well as a professional attitude to work and relationships.

What do you find the most interesting about the position?

The huge variety of cases that I have worked on this year has been the most interesting aspect of the position, including murder trials, bail applications, sentencing, family law, wills, contract damages, relationship property, breach of director's duties, liquidation, resource management, bankruptcy, money laundering, forfeiture orders, New Zealand Bill of Rights cases, evidence applications and appeals from arbitral awards to name a few!

What is the most challenging part of the role?

A steep learning curve with the practical aspects of the law – which no one tells you anything about at law school! This has included becoming acquainted with the High Court rules, the Criminal Procedure Act, jurisdiction and of course, costs.

What is one memorable experience you have from the role?

Sitting on the bench with one of my judges during a hearing was a very memorable experience.

Justice Susan Thomas

Auckland High Court

Justice Susan Thomas is a judge in the High Court, having previously sat in the District Court. She holds a BA/LLB (Hons) from the University of Auckland.

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

After graduation, I practised in New Zealand for one year only before I moved to London. I began working at a firm in the City, where I, a young female from “the colonies”, was somewhat of a novelty at the time. I wore trousers into the office on one particularly cold London morning, and a Partners’ Meeting was called to discuss my outrageous decision! After a few years, I became in-house counsel for Marks & Spencer plc. At the time, it was the largest retailer in Europe, expanding into Canada, USA and Asia, and the work was exciting. Despite this, I did not work there for long because, as in-house counsel I had one client and, for me, that was a little limiting after a while. I was very fortunate in that, just as I was starting to consider a change, the phone rang and it was my old firm in London offering me a partnership. I was recruited by Minter Ellison Rudd Watts while I was still in London contemplating a return to New Zealand, and I worked as a commercial partner in the Wellington office for just short of ten years. I really enjoyed that time, but I was ready for a new challenge by the end of it.

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

It had never occurred to me that I might want to become a judge, but I had found criminal law very interesting when I was at university, and, during my first year out of law school, I had gained some advocacy experience. I had always been keen to find a way to become involved in the criminal law again, and, being a judge in the District Court where approximately 80% of the work is in the criminal jurisdiction, was the perfect avenue for that.

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

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

As a District Court judge, I found it extremely rewarding to be able to speak directly to defendants, and, where possible, to focus on rehabilitation for those convicted, as that is in everyone’s long term interests. It is all very well to send someone to prison, but if he or she will come out more damaged than before, the offending is likely to escalate in seriousness rather than reduce. I found satisfaction in the ability to structure sentences in a rehabilitative manner where possible while working at the District Court. In the High Court, the criminal cases are at the more serious end of the spectrum and most of the time involve a sentence of imprisonment.

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

It is very sad to see people who are given a community sentence, but breach the terms of that sentence time and time again, until eventually they are given a prison sentence. Often they come out of prison but within a short time they are back in court. Much of that is to do with a complete lack of stability in their lives – particularly in terms of accommodation. The Special Circumstances Court was predominantly set up to deal with homeless people – and that is homelessness in the wider sense, often including young people who are couch-surfing, and kids who have run away from home. Community based sentences require offenders to be at a certain place at a certain time, and, in order to comply, offenders need some structure in their lives. Working in this area of the law is a humbling experience as one realises the challenges that some people face every day.

The Special Circumstances Court is an example of therapeutic jurisprudence, and seeks to serve a greater rehabilitative purpose by building a relationship between the judge and the offender. The Court would sit once every month, and the offenders had to come to court to see me and tell me what they were doing, how they were progressing with the goals and tasks which had been set at the last appearance, and to meet with the social agencies whose input was needed. These agencies included WINZ, social housing services, alcohol and drugs counsellors, and forensic psychological services. The Court’s priority was accommodation, and this was often very challenging, because many of these offenders were used to living on the streets, and found it difficult to adapt and leave their social circle and way of life. The Court was a forum to bring everyone together in one place and it was very rewarding to see it have some positive impact on offenders. Even attendance at Court once a month often reflected a real change in behaviour. It was certainly not a soft option for them and in fact kept them in the system much longer than would normally

be the case. Sometimes these offenders would stop offending altogether – or at least, if they did reoffend, it would be much less serious than previously, such as shoplifting rather than an aggravated robbery.

There are a number of these types of courts, for example, the Auckland Drug and Alcohol Court. My Court was loosely based on the New Beginnings Court in Auckland, but, as there were no additional resources available at the time the Special Circumstances Court was set up, I sat effectively in my own time and I was particularly dependent on the goodwill of one highly committed duty lawyer, the generosity of the Salvation Army, which provided a court coordinator, and other agencies which volunteered time.

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

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

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

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

What advice would you offer to a law graduate today?

I would say to any law graduate that you have a good degree, which teaches you how to think, and creates many opportunities. Graduates need to appreciate there is a vast array of opportunities, and prospects extend far beyond the big commercial law firms. There are excellent jobs in the provinces and in business or government for law graduates. Students in New Zealand should be aware that there are a number of different pathways they can follow with their law degrees. Over my career I have been lucky enough to have had several chances to take up fresh challenges. I would certainly recommend keeping an open mind and being alive to different opportunities at all stages of your career.

Arbitrators' and Mediators' Institute of New Zealand (AMINZ)

General Details:

Location: Wellington.

Areas of expertise: Dispute Resolution, including mediation, arbitration, counselling and conciliation.

Members: 1400+ current members

Website: www.aminz.org.nz

About the Organisation

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

Within the dispute resolution community, AMINZ aims to:

- Set and maintain high professional standards through recognised qualifications
- Maintain public confidence in ADR
- Facilitate training and development in ADR
- Promote growth and awareness of all dispute resolution processes
- Maintain links with international organisations
- Provide up-to-date information for members on ADR developments.

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

The Organisation's Work

AMINZ operates a series of panels and lists in specialist areas of dispute resolution so that selection and nominations in particular areas can be made of dispute resolution professionals qualified in that specific area. These include:

- Mediation and Arbitration Panels
- EQC Mediation Panel
- Family Mediation Panel
- National Panel of Conciliators
- Environmental List.

Opportunities for Students

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

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

Resolution Institute – Incorporating LEADR & IAMA

General Details:

Location: Wellington and Sydney.

Areas of expertise: All forms of Alternative Dispute Resolution, including mediation, arbitration, adjudication, conciliation, conflict management coaching and restorative justice.

Members: 4,000+ current members internationally

Website: www.resolution.institute

About the Organisation

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

Resolution Institute provides a number of different services to the ADR community, including a widely recognised accreditation scheme and the highly regarded 5-Day Mediation Workshop. Resolution Institute (LEADR) has been training and accrediting mediators in New Zealand for over 20 years. Resolution Institute is approved for accreditation of FDR Providers in New Zealand, a qualifying assessment programme for International Mediation Institute certification, recognised mediator accreditation body for Australian National Mediator Accreditation System, and has a contract with the Ministry of Justice.

The Organisation's Work

Resolution Institute offers a variety of different services, including:

- Mediation training and accreditation
- Restorative Justice training and accreditation
- CPD opportunities for dispute resolution practitioners including networking events and presentations, webinars and other workshops
- An annual dispute resolution conference
- Referral and appointment of dispute resolvers on request or under contract terms
- Member services such as online resources, regular news updates, discounted professional indemnity and public liability insurance and complaints handling
- Representing members' views and promoting use of ADR.

Involvement Opportunities

Resolution Institute offers full-time students free student membership with quick and easy online registration. Membership provides access to networking meetings, resources, member rates at training events and regular information on what is happening in the world of dispute resolution.

We also welcome students to participate in mediation roleplays for accreditation assessments or training workshops. Roleplaying in a mediation scenario is a great way to gain a view of the mediation process.

The Resolution Institute 5-Day Mediation Workshop is an inspiring and practical workshop covering the theory and skills

of mediation. This is invaluable for those considering mediation as part of their practice and also for others who are likely to be counsel for parties in mediation.

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

In-house Legal Teams and Corporate Advisories

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

Alternatively, many corporate advisory roles do not require any specific legal knowledge. However, the critical thinking and problem-solving skills developed over the course of a law degree make law students attractive to employers in these areas. The main corporate advisory employers are professional service firms, and their work includes auditing, consulting 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. Helen Mackay from ILANZ shares some insight about being an in-house lawyer, and what ILANZ can do for in-house lawyers. Visit www.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 2,600 lawyers (one-fifth of New Zealand's legal profession) practise in-house. They are employed by public and private companies, government, not-for-profits and other entities to provide in-house legal advice and other legal services.

In-house legal v being a lawyer at a firm

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

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

How to become an in-house lawyer

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

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

The role of ILANZ

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

ILANZ seeks to:

- serve the needs of in-house lawyers by providing members with the resources and the networks that are needed to better serve their organisations.
- Promote the value of in-house lawyers and demonstrate their multi-faceted roles.
- Promote the objectives of, and operate as, a section of NZLS.
- Provide leadership to those providing in-house legal services.
- Provide and encourage professional networking opportunities.
- Act as the voice and public face of in-house lawyers.
- Identify and develop professional development opportunities.
- Offer up-to-date information on national and international trends in the provision of in-house legal service.

ILANZ provides member services including conferences and other events, e-bulletins, best practice guidelines, benchmarking reports, ethical guidance, awards and scholarships and response to individual member queries.

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

Cristina Billett

Head of Legal at New Zealand Superannuation Fund



Cristina Billett completed her LLB(Hons) at the University of Auckland. She is now the head of legal at New Zealand Superannuation Fund. The Fund invests money on behalf of the government to help pre-fund retirement benefits and to reduce the cost of NZ Superannuation for future generations. In 2014 she won CLANZ Public Sector In-house Lawyer of the Year.

What made you change from working in commercial firms to working as an in-house legal advisor for the Super Fund?

There were a couple of things; I was at a bit of a crossroads with my path in private practice. I was a senior associate and so it was a good time to think about whether I wanted to progress to partnership or to explore other options outside of private practice. I could have gone to another firm, but there weren't many lateral hires then, at that level and I really enjoyed working at Bell Gully. At the time I was doing a lot of work for a client and they approached me, and so that triggered the decision making progress. After evaluating it, I realised I was quite keen to explore a more corporate opportunity, as well as looking at the new job as a stepping stone towards a job that wasn't strictly legal. I knew that even if I really didn't like it, I always had the backstop of going back to a law firm. At that stage of career you have enough training and experience from a big firm that you can take that step to become an in-house legal advisor. In house counsel roles do need a bit of experience. Some in-house legal teams are bigger and so will need more junior staff. As a general observation I think you need to have at least 4-5 years' experience.

What are the international duties required of this role?

Well, we keep up to date with what's upcoming with New Zealand regulatory and legislation changes. However the thing about this organisation, which is a little different from other New Zealand organisations, is that about 15% of the Fund is invested in New Zealand and the rest is invested overseas. There's a lot of outward facing global regulation that we need to be up to date with and know how it affects our business. We have to comply with current laws obviously but we also need to be forward looking on what's coming up.

The Fund is very important for my generation and future generations, so do you find this kind of work to be very rewarding because it will affect so many New Zealanders?

Yea, this work is so rewarding and it will also impact me so I have a vested interest in it as well. I am part of a team that needs to make sure that the Fund is managed consistent with best practice portfolio management, maximises Fund returns but without taking undue risk so we are the most successful Fund we can be. It is satisfying to have a cause that you believe in, and the beneficiary of this Fund is basically the New Zealand population.

What would be the big challenge in this role?

As mentioned above, given it's a globally invested Fund we constantly need to keep on top of all the developments that are happening overseas and also what the market practices are overseas for particular investments. We are connected to law firms overseas and we also have good relationships with other sovereign wealth funds overseas. For example, in NZ there is only us but in

Canada there are more than ten different wealth funds and so we collaborate with them and find out how we can improve to ensure we keep up with best global practice.

You're a woman in a top role which we don't see that often, how do you think we can get women into these top roles?

It's a really difficult one and I think big private practices have been struggling with it for a long time and they really are trying to change how they deal with it, but still we don't really see the results coming through. We need to make it possible for women to get back into the workforce after having kids, whether it is by providing flexibility so they can work part-time or come back to work after a few years, or by providing a means for them to stay connected with organisations while on maternity leave. This happens now, but it needs to be fine tuned to ensure it really does work. This job works really well for me, and I have the flexibility to work one of my work days from home. Another general observation I have, is that women need more confidence and the ability to back themselves. You can actually do it, and you shouldn't be frightened off by your male colleagues.

What is something that you've worked on that you are proud of?

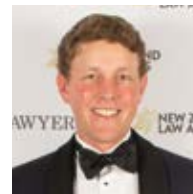
One that comes to mind is the Z Energy transaction. That was really satisfying. I worked on the acquisition when we bought the downstream assets from Shell in 2010 in a joint venture with Infratil limited. We had a 50/50 ownership with them. Once we acquired the Shell assets the company was rebranded. The next transaction I worked on was the listing, the IPO of Z Energy, which was equally interesting. It was an incredibly successful listing and so our investment has just about gone full circle. At the listing we sold down some of our interest and last year we sold 10% so we now have retained a smaller stake. But it's nice because it turned out to be an iconic NZ brand that everyone related to and got behind. Z has done a great job and now I can drive past a petrol station and think I was involved in that right from the outset, from the due diligence to the arrangements for the ownership, to doing the IPO. So that would have been one of the most satisfying transactions I've worked on to date.

Do you have any advice for students?

Definitely make the most of your time at university. I do like that ethic of work hard, play hard. Take the opportunity to really make the most of your lecturers and tutors because they just have so much knowledge and experience. Ask as many questions as you can. You tend to not, unless you're considered a bit of a swot, to have that much interest with them. But they are good for giving you guidance. Learn as much as you can now, when you have all that luxury of time - use it in the wisest way you can because soon your life will be constrained by working hours and small holidays a year.

Tom Lane

In-house Legal at Lion



Tom Lane completed his LLM at the University of Waikato. He was a solicitor at Chapman Tripp for five and a half years and currently works as the sole New Zealand counsel for Lion – Beer, Spirits and Wine New Zealand. In 2015 he was awarded “Young In-house Lawyer of the Year” at the New Zealand Law Awards.

What are the main differences you’ve found from working at Chapman Tripp to working as in-house legal at Lion?

The biggest difference is the range of work. At Chapman Tripp I was in the commercial team specialising in competition law. Now, alongside a wide range of commercial work, I’m also advising on property, finance, insolvency, litigation – the whole gamut. You become a real jack of all trades with different issues coming across your desk all the time. Going in-house you quickly learn to advise on a wide range of issues with the big picture in mind.

What made you want to change from a commercial law firm?

After five and a half great years at Chapman Tripp I had decided I needed to either commit to pursuing partnership in New Zealand or to taking up an opportunity overseas. While I was considering my options, Lion contacted me through LinkedIn. I hadn’t previously considered an in-house role, but had enjoyed a 6 month secondment to Fonterra, and the opportunity to take up a senior role with a large New Zealand corporate in a great industry (who doesn’t like Lion’s product?) was too good to pass up.

A trend I had noticed while in private practice, and have seen accelerate while in-house, is that increasing fees are reducing the volume of work that is instructed out. Law firms have traditionally partnered corporates closely on all aspects of the business. But, as pressure increases for businesses to reduce costs, the advice being sought from law firms is more limited and specialised. So, while the high end work remains, there is more competition for it and less “business as usual” work around for junior and mid-level lawyers. By going in-house I have been able to retain the “business partnering” role – being involved in all aspects of the business from conception through to execution. For me that is the exciting bit and where I really feel I can add value as a lawyer.

That said, while there’s no “one right way”, in my experience a large firm like Chapman Tripp still provides an unrivalled legal foundation. As a graduate you are provided with high-quality training and exposed to a wide range of high-quality work. Your colleagues are the leading experts in their fields, and their high standards are passed on to you.

At Uni did you have any idea what you wanted to do?

I thought I did – but not as it turns out. My LLM thesis assessed emission reduction mechanisms and I applied for roles in resource management teams, resulting in a position with Chapman Tripp’s RMA team. After a year I realised that I enjoyed the commercial aspects of the practice, and was fortunate that Chapman Tripp allowed me to move into the commercial team.

I treated my time at university as an opportunity to learn as much as possible about as many different things as possible rather than

treating it as a narrow training for a pre-determined career. In the end, I don’t think that you use all that much of what you learn in law school (as a rule, Lion keeps snails out of its ginger beer...). But a university education shows that you can learn and apply that learning – something that’s invaluable for whatever you end up doing.

The great thing about law as a degree is that you are not bound into a single track. A law degree has limitless applications and places it can take you, whether you go big firm, small firm, in house or beyond, there are so many different options.

Is there any sort of notable you have worked on recently?

While Steinlager is the longest running sponsor of the All Blacks, a lot has changed over the last 30 years in terms of how we can leverage that sponsorship (we used to give away chainsaws with beer!). The 2015 Rugby World Cup was a great experience, but took a lot of planning to ensure Steinlager’s campaign met the legal and CSR requirements that apply to alcohol advertising.

We are also watching new markets take off and looking for opportunities to get involved without stamping a big corporate mark on it. In the last year we’ve acquired new vineyards and wine brands (e.g. Morton Estate), picked up new products (e.g. distribution of Quina Fina and Nak’d water) and continued to look for innovation within our existing markets. Emerson’s is a great example. Lion has provided Emerson’s with the resources to increase production and distribution, while leaving the Emerson’s brewers to do what they do best – make great beer.

Do you have any advice for law students studying today?

It is important to give back to the community. As lawyers we have a privileged position within the community and it is important that we support and contribute to that community. Working in a large firm or in corporate, it is easy to become disconnected from the world around you and to reduce decisions to purely economic terms. Volunteering at Citizen’s Advice Bureau reminds me that there is more to the world than just balance sheets and contracts and allows me to bring a more holistic, grounded approach to my work.

Finally, you should never feel like you are stuck on one track. Just because you have specialised in a certain area at university or in your career, you shouldn’t allow yourself to be held back from doing something that you are interested in. It sounds trite, but you need to pursue your passion. If you’re passionate about finance and insolvency then go down that track. If in five years’ time you decide that actually it’s litigation or competition law or something completely different that gets you out of bed, you can always make that change. Law is a really exciting degree, you’ve got a world of options.

Corinne Marti

Environmental Planner at Beca



Corinne completed her LLB(Hons)/BSc at the University of Auckland in 2015.

Why did you want to do a Law and Science conjoint degree?

I took quite diverse subjects throughout high school and was keen to keep quite a broad skill set. I'd always been interested in science at school but also liked English and had participated in debating for a number of years. Law and Science seemed like a good option as I didn't necessarily know what job I wanted in the long-term. I think it's hard to know when you are 18, I think choosing a degree where you are keen to learn more about the issues discussed in your chosen major is important.

What does being an environmental planner involve?

I am fortunate enough to be a Graduate Environmental Planner at Beca, which is one of the largest employee-owned professional services in the Asia-Pacific. Being an environmental planner is an extremely multi-faceted role. Some of the roles an environmental planner is involved in are assessing development proposals and their potential effects on the environment, which includes the ecological, social, economic, and cultural values of an area. Planners then analyse these effects to determine whether a development is considered appropriate for that environment.

Consultation with technical experts, stakeholders, and the community is also an integral part of a planner's job as projects can considerably change the environments of areas which people call "home". Due to the complexity of the consenting framework another important part of the role is providing strategic advice to clients about what's happening in the community, the potential restrictions on the development and any risks of the project, particularly in relation to whether a design is likely to get consented.

How has your law degree helped you in your role as an environmental planner?

I've found my legal training particularly helpful in understanding the range of complex matters, sometimes legal, which arise in projects. In general, the projects environmental planners are involved in require strategic thinking and bringing together lots of different information to make a coherent case to apply for resource consents, create policy or write a planning assessment. The ability to synthesise large amounts of technical information and determine what is the most important to communicate, is definitely a skill which was required at Law School.

Understanding the overarching statutory framework (the Resource Management Act, National Policy Statements, and National Environmental Standards, etc) from taking Resource Management Law as a paper, is also undoubtedly a benefit.

What are some of the projects you have worked on at Beca? What sort of interesting people have you worked alongside?

This year I've been involved in preparing for a hearing in front of Independent Commissioners of a large roading project which gained consent. This requires multiple community consultation sessions and working alongside technical experts such as landscape architects, ecologists, coastal scientists, hydrologists and civil designers.

I've also completed a number of network area reports for the Ministry of Education. These reports analysed the capability of current education provision to accommodate projected population growth, in particular growth areas in Auckland. I got to interview Principals and Boards of Trustees, work with Geographic Information Specialists to come up with a model to project the population and capacity of schools, and proposed solutions to the Ministry of Education and schools to accommodate the predicted growth.

Another project I am involved in is aiming to better recognise Māori Cultural Heritage in Auckland. This year a methodology was piloted which aims to attain greater recognition of cultural values within planning documents. This involves direct engagement with mana whenua throughout Auckland and the utilisation of the unique methodology which facilitated the collection and use of traditional knowledge as evidence.

Why did you decide not to follow a strictly legal route?

I think law provides you with a broad skill set such as excellent communication and analytical skills. I have personally always been interested in working in implementation – due to my interest in science and in particular the environment. I was looking for a career that allowed me to be more close to the action, whilst still being able to use those skills I'd learnt at university in an environmental management pathway. Being an Environmental Planner allows me to work within the environmental law framework, without advocating for a particular client, and instead weigh up the potential effects on the environment without taking on a role in advocacy.

What advice would you offer to an undergraduate Law student who doesn't want to become a lawyer?

Keep your options open and don't be afraid to apply for jobs during your summer breaks related to the field you are studying. Most of the time employers are looking for a skillset such as analytical thinking and excellent communication skills and don't necessarily mind that you don't have much experience (if the summer job is specifically for a student). The experiences I had during my summers were one of the main talking points during my interview with Beca as they were interested to see how much I understood the environmental industry. Basically, give things a go otherwise you'll never know what you like and dislike, as university is really different from working!

What are your future goals?

I'm keen to go overseas to work and travel. I am also keen to complete postgraduate study at some stage. However, I need to figure out specifically what I would like to study as ideally I would like to study an issue which is prevalent within the planning profession at the moment. For example, there are many challenges in Auckland due to the need to provide for more intensification of housing, but this needs to be balanced against protecting other elements of the environment such as recognising cultural values and built heritage. I think working for at the least the next couple of years will hopefully help me figure that out!

General Details:

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

Contact: Michelle North (Recruitment Advisor) minorth@deloitte.co.nz

Website: www.deloitte.com/nz/students

About the Firm

Deloitte is the largest professional services network in the world by revenue and number of professionals. It provides Audit, Tax, Consulting, Financial and Risk Advisory services. Deloitte is ranked as the world's number one Consulting practice making it a top-tier employer.

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

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

Working at Deloitte

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

Graduate: Josh

University of Auckland, Graduate in Deloitte Tax and Private for one year.

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

It's rewarding to know the value they place on you as a recent graduate. From day one we are given real, in-depth work and projects (not like some places where all you do is photocopying or following partners around). We go to meetings, talk to clients and have chances to meet potential new clients. Often, larger firms have a tendency to not want to risk a client-grad interaction, but at Deloitte, I've found it's completely different.

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

They really throw you in the deep end with work. The Income Tax Act is huge and the chances are there will be problems no

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

Consulting is about having the ability to work in a particular mind-set to solve business problems and this is what a Law degree provides. The research, analytical and detail oriented nature of the legal education provides those malleable and transferrable skills that most occupations require.

As a Tax Consultant at Deloitte you will be constantly using the skills you have been learning and practising in your law degree 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. Interns can choose to work in one of Deloitte's many teams including Tax and Consultancy. The firm also employs graduate students.

one will know the answer to. But you can't hand it back to the manager and say "sorry it's too hard" even when often, it is! You have to use your initiative to help solve the problem.

What skills/qualities do you think Deloitte values?

An approachable attitude and being able to communicate constantly. We work closely with the other professionals and so the ability to be able to deal with people regularly is key.

Have you found the legal knowledge you learnt doing your law degree is relevant to your job?

Incredibly relevant. My team is, in fact, nearly all lawyers. No matter how many numbers we deal with, tax is ultimately a legal discipline. It is incredibly complex with a huge amount of money often depending on the wording of a statute or a particular case. A degree in Law is extremely helpful when it comes to construing legislation or researching. We are putting Law School into practice.

General Details:

Locations: Auckland, Wellington, Christchurch.

Contact details: gradhelp@nz.ey.com

About the Firm

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

Work at the heart of global business and be part of a team that includes 212,000 people in more than 150 countries. This cross-cultural strength brings together diverse perspectives. It helps create solutions that EY's high-performing teams use to deliver exceptional client service worldwide.

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

Working at the 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.

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

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

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

Opportunities for Students

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

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

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

General Details:

Locations: Auckland, Hamilton, Tauranga, Wellington, Christchurch, Timaru, Ashburton.

Website: www.kpmg.com/nz/grads

Contact: jobs@kpmg.co.nz

About the Firm

KPMG is focused on fuelling New Zealand's prosperity. We believe by helping New Zealand's enterprises succeed, the public sector do better and our communities grow, that our country will succeed and prosper.

KPMG is one of New Zealand's leading professional services firms, specialising in Audit, Tax and Advisory services. We have over 1,000 professionals who work with a wide range of New Zealand enterprises – from privately owned businesses, to publicly listed companies, government organisations, and not-for-profit bodies. Globally, KPMG operates in 155 countries; employing more than 174,000 people in member firms around the world.

Working at the Firm

Kiwi grads are always highly sought after by global offices in the KPMG network. Each year we send around 50 grads on short-term secondments to destinations including The US, Canada, The Netherlands, Luxemburg, Belgium, Denmark, Mongolia, Vietnam and many more.

KPMG's purpose of "Fuelling Prosperity" aims to create a better life for all New Zealanders – so being able to support our communities is very close to our heart. Our core focus area is "Youth" – helping New Zealand kids thrive – which we think is critical to the country's prosperity. Our grads are encouraged to get involved with our CSR programmes – from mentoring budding social entrepreneurs as part of Live the Dream, hosting a stand at Festival for the Future to helping out serving breakfast to kids at our partner schools. Everyone is encouraged to spend one paid day a year volunteering in the community and each year, KPMG New Zealand donates over \$1.3 million in pro bono professional services to community organisations.

If you're passionate about New Zealand – and helping to make it a better place – then KPMG could be the firm for you. KPMG NZ recruits around 100 talented graduates and interns every year across our four main business areas – Tax, Audit, Advisory and Private Enterprise:

Audit

In a nutshell, our Audit team gives its view on whether a client's accounts are a "true and fair" reflection. You get the chance to offer proactive advice, and build strong client relationships.

Tax

Our Tax team advises clients on a whole range of interesting business issues. You could be doing anything from advising a client on the latest compliance requirements, to working on cross-border mergers and acquisitions.

Private Enterprise

Our Private Enterprise practice provides accounting and audit services to these dynamic businesses and our clients range from retail businesses to national trusts, from kiwifruit companies to manufacturers and government departments to personal investment portfolios.

Advisory

Our Advisory team helps New Zealanders build value, protect that value, and realise the value they have built. It's a major growth area for KPMG. If you join Advisory, you'll be part of a multi-disciplinary team within one of five main divisions (Deal Advisory, Performance, IT Advisory, Financial Risk Management, Internal Audit Risk and Compliance Services).

Opportunities for Students

For anyone in their final year of study (or already graduated), you can apply for our graduate programme. KPMG hires graduates from across all degree disciplines into our four main divisions (Audit, Tax, Private Enterprise & Advisory). Our grads work on real projects and meet with clients virtually straight away. But that doesn't mean you'll be thrown in the deep end – we'll also provide all the support and training you need. KPMG has one of the strongest career development packages you'll find anywhere. It's a fantastic culture that combines formal training, on-the-job experience, and personal mentoring and support.

KPMG accept applications for summer internships from those in any year of study, however typically you would be in your penultimate year. We recruit interns across all offices and the majority of our divisions. The summer internship is a great opportunity to discover what it's like to be part of a professional team, and explore areas you might like to work in. You also get to experience the fun and social side of KPMG life – as a bonus, you'll be here for our Christmas functions! Many of our Summer Interns will go on to accept graduate roles with KPMG.

Applications for KPMG graduate & intern roles open at the start of each year (around January/February time). The recruitment process works on a rolling basis to fill up our assessment days so it's best to apply early – however final assessment days occur in late March. Applications also open across the year as and when new graduate and intern opportunities arise.

www.kpmg.com/NZ/en/careers/graduates-summer-interns/how-to-apply/Pages/default.aspx

