

MALLESONS STEPHEN JAQUES

INTERNATIONAL CAREERS GUIDE

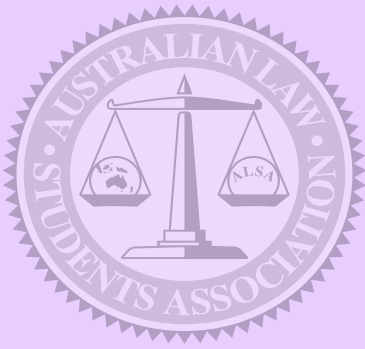
2009



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AUSTRALIAN LAW STUDENTS' ASSOCIATION

INTERNATIONAL CAREERS GUIDE 2009

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Matt Sherman

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ALSA would like to thank everyone who contributed to the *International Careers Guide 2009*: Peter Alexiadis; Ali Clare; Ed Cole; Matthew Davis; Verity Doyle; Jess Feehely; Kate Gauntlett; Matthew Leung; Henry Makeham; Claudia Newman-Martin; Melanie Poole; Amanda Rowell; Gary Seib; Stephen Webb; Jane Williamson. ALSA would also like to thank its sponsors — Mallesons Stephen Jaques, Clayton Utz, College of Law, Allens Arthur Robinson and Goldman Sachs JB Were — for making the *Guide* possible.

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Published in 2009 by the Australian Law Students' Association, PO Box 13, Artarmon, NSW, 1570. General enquiries may be directed to administration@alsa.asn.au. For all sponsorship enquiries: sponsorship@alsa.asn.au. Publications enquiries and submissions may be directed to: alsa_reporter@alsa.asn.au.

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A Word from the President

Verity Doyle

Recent scholarship estimates that since about the 3rd century BC, virtually no educated person in Western civilization has believed in a flat Earth. However, in 2005, Thomas L Friedman, the renowned economist, wrote a book entitled *The World is Flat*. But Friedman was not attempting to go back on centuries of scientific understanding, rather he was using 'flat' as a euphemism for a level global playing field in commerce with equal opportunity. Whether or not you agree with Friedman's thesis generally, it certainly holds true for bright law graduates.

Globalisation and the rise of the multi-national corporation mean that more lawyers are demanded in more parts of the world. Further, with the proliferation of the internet and the democratization of air travel, the other side of the world is just not that far away anymore. This means that practice of law in the 21st century will be different to that of the 20th. While the law graduates of our parents' generation generally established themselves in a city and stayed there, our practices will be global. Most of us will probably move cities or countries multiple times during our careers. Of course this does not only apply to those wanting to work in corporate law; global changes bring social, economic, humanitarian and political challenges, all of which will require lawyers.

In addition to the plethora of opportunities to practice in other jurisdictions, the practice of law in Australia is increasingly global. As people become more mobile, the number of legal matters with international aspects increases. Simply because you work as a family lawyer in Adelaide, a wills and estates lawyer in Perth or a criminal lawyer in Brisbane does not mean you will not be dealing with international clients, foreign law and global colleagues.

It is against this backdrop that ALSA publishes its *International Careers Guide*. It is a source of pride for ALSA that we can provide this resource to our members across Australia. The guide is a credit to the hard work of Matt Sherman and our many contributors. I would also like to acknowledge the guide's sponsor, Mallesons Stephen Jaques, without whose generous support this and much of ALSA's other work would not be possible.

In the global legal market, one of the biggest challenges for us as future lawyers is identifying the opportunities available to us. I have no doubt that this *Guide* will go at least some way to illuminating some of those opportunities for its readers. So good luck, bonne chance and удачи; the world is your oyster!



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A Word from the Editor

Matt Sherman

The ALSA *International Careers Guide* is a new addition to the suite of ALSA careers publications. It is produced to assist Australian law students in identifying and pursuing international career opportunities.

It brings together a range of practical information and personal insights that may be of use to students who are considering using their legal skills in jurisdictions outside Australia. The information contained in the *Guide* is not intended to be comprehensive but it provides a useful starting point for considering the requirements and challenges of living and working overseas.

The *International Careers Guide* is divided into three sections. The first section contains a number of articles about Australian lawyers and law students' experiences working overseas. The second consists of practical information about various jurisdictions in which Australian lawyers commonly work. The final section contains information about various international firms and organizations offering internship opportunities.

I thank all of the contributors for their insightful articles. Their contributions are undoubtedly the most valuable aspect of this publication and their generosity in taking the time to put them together is greatly appreciated.

As this is the first edition of the *International Careers Guide*, ALSA is very interested in hearing about how it can be improved. Any publication which sets out to canvass international career opportunities is bound to have gaps. Please let us know about any areas you think should be covered and we will do our best to seek out contributions and information for inclusion in future editions.

We also extend an open invitation to Australian lawyers and law students to submit articles reflecting on their experiences working overseas.

I enjoyed compiling the *International Careers Guide*. I hope you find it to be useful resource when charting your international career.

Matt Sherman
ALSA Publications Officer (ALSA Reporter)

International Careers

Law Firms

Mallesons Stephen Jaques, Hong Kong

Matthew Davis, Solicitor

If you are considering international legal work, Hong Kong is certainly a great option. Close to Australia, with many cultural, social and legal similarities, transferring to work as a lawyer in Hong Kong is easy, the work is guaranteed to be interesting and the lifestyle fun.

Of course one of the key elements of any overseas work is the location, and there is no doubt that Hong Kong is one of the world's great cities - spectacular, energetic and exciting. The streets throng with crowds, modern sky-scrapers rise above colonial shopfronts whilst flea markets jostle with designer fashion shops, with everything surrounded by a never ending, but ultra-efficient, hustle and bustle, day and night.

As with all cities - one of the best ways to really experience the city is to live there, and Hong Kong is a city well prepared for the passing resident. In 2008, after having undertaken my 'graduate equivalent year' in 2007, I was fortunate enough to enjoy a 2 month secondment to Mallesons' Hong Kong mergers and acquisitions practice.

Living in the Mid-Levels - a district set on the hill backing directly on to the central business district - in a serviced apartment provided by the firm, each day a short downhill stroll would deliver me to the office. Located in one of Hong Kong's most prominent harbourside buildings - the International Finance Centre - Mallesons' Hong Kong office is the firm's regional head office. As a result, the office offered a real variety of work, involving purely local (Hong Kong based) matters, matters closely aligned with the firm's mainland China offices and also regional matters with work from across Asia. Being the international finance centre that Hong Kong is, the work also stretched well beyond Asia, to also encompass international matters, such as acting for European clients on Chinese transactions. As well, Mallesons, being an Australian law firm, attracts many Australian clients with Chinese or Asian matters and Asian clients with matters in Australia.

This variety of work is, to an extent, reflected across all of Hong Kong's business community as

the city is a regional and international business and finance centre. This gives everyday work a real dynamism and energy - solicitors fly around the region regularly, telephone conference calls are scheduled to fit into the London business day, clients range from PRC businessmen to suave Hong Kong tycoons and international visitors on brief business trips.

Junior lawyers regularly get the chance to work closely with senior partners, both within the Hong Kong office and across Mallesons' other Australian and international offices, many with years' experience from their work around the globe. Juniors also get great contact with clients - face to face meetings, on site visits and telephone conference calls are a regular part of every day. There are also many and varied practice development opportunities for all solicitors to be involved in, such as consulate functions, advocacy groups' round table discussions and seminars on contemporary business issues. Juniors also get the opportunity to travel around the region - whether that be to Beijing, Brunei or Ulan Bator.

Outside work, Hong Kong offers an amazing, never ending smorgasbord of social options - there really is a vibrant social life which is hard to avoid. Everyone eats out every night - and the food is delicious!! Beyond Yum Cha, the delicious dinners range from fresh seafood at the outdoor cafes on the outlying islands, to a quick souvlaki after a night out in the Lan Kwai Fong bar area. Weekends offer all the well published delights of Hong Kong city, together with hikes through the greenery that surrounds Hong Kong, a short suburban train to the PRC border which can easily be crossed in half an hour, or weekend jaunts further afield to nearby cities and countries, all only a short flight away.

International work anywhere will provide you with different perspectives, open opportunities before you, and be both personally and professionally enriching. Hong Kong is a dynamic and exciting location to choose for those experiences, with enormous opportunities for Australian lawyers and law students.

Freshfields Bruckhaus Deringer, Tokyo

Ed Cole, Partner

Some people may be convinced they were born to be a lawyer but I certainly was not. Having finished studying at the ANU and a very interesting two years working for the Hon JJ Spigelman, Chief Justice of New South Wales, the prospect of starting work at a large law firm just didn't feel as exciting as it should have. So instead of staying put in Sydney where I had done a summer clerkship, I decided to make the move to Tokyo and join Freshfields Bruckhaus Deringer. Having completed an Asian Studies degree and spent time in Japan previously, I thought being a lawyer in a vibrant city working mainly on cross border transactions and using two languages would add a frisson of excitement to the job. That it did, along of course with a lot of challenges in terms of getting across different legal systems and work practices.

After 18 months in Tokyo I moved to London where five or so years slipped quickly past. During that time and somewhat unconsciously, the law and being a lawyer became a lot of fun and I decided to stick with it. I became a partner in May 2007 and later that year moved back to Tokyo where I've been working in our corporate practice. A lot had changed in Tokyo during the time that I had been in London. Interestingly however, every one of the lawyers that I had really enjoyed working with when I was last here in 2002 was still here. That was the first time I really believed that there was such a thing as a "corporate culture" and that it was a true differentiator between firms.

So what has been exciting about working overseas, or more specifically, working for a non-Australian law firm? First and foremost, the breadth and quality of work has been exceptional. Over the years I have been able to assist companies like Virgin Mobile float, buy power stations in central Europe and assist with fundraising for all sorts of companies from Xstrata to eircom (the Irish fixed line telephone operator). Big international firms have enormous depth and breadth to their client

relationships and that makes life as an associate or a partner much more interesting. The firms are bigger than their Australian cousins but that doesn't mean you have to specialise more. I can only speak about Freshfields, but here real value is placed on maintaining a broad skill set. The size of the firm means there is someone with expertise on pretty much anything that you have to tackle. The culture of the firm is to share such expertise for the good of the whole.

When I was considering joining Freshfields, quite a few people cautioned against working too long for an English firm on the basis that they would use and abuse and would not provide sustainable career opportunities. That has proved not to be true. I can see, however, why such an impression could arise and so hopefully it would be helpful if I flagged a few of the challenges of life outside Australia.

'A key part of working out of Australia is being flexible about what life may hold in store'

One of the things to be conscious of when working offshore is that much as the language (and even the law) can be similar to Australia, the culture of the firm and the work practice can be different. US lawyers alert you to this with their penchant for sentences that go on for paragraphs and an odd love for commas and semicolons. English firms can look the same but be really quite different culturally. For example, in London it is much more common to work into the night on Friday and have the weekend away from the office than it is to knock off early on Friday and work over the weekend.

A key part of working out of Australia is being flexible about what life may hold in store. It's hard for a firm to invest in your career if what they hear you talking about in the kitchen is "when I go back to Sydney in two years time"

etc. There's no need to commit to a firm or city for life, but there is a need to be open to the options that may be available to you.

That same flexibility is important to how you try to structure your career. At one stage it was probably most common to have worked for a couple of years in Australia before moving overseas and then returning to Australia as a senior associate aiming for partnership. However there are other options. One of my partners in London did the reverse and came to Australia as a senior associate, became a partner at Allens and then returned to London as a partner. We also see (and encourage) Australian students straight out of university to apply to the trainee program in London. That gives you a chance to really embed yourself in an organisation and is a good option for those that think they may want to spend a reasonable amount of time outside Australia.

Which brings us on to one of the trickiest aspects of living and working overseas, namely: it can be hard to go home. Living in a city working for a firm involves investing in a relationship with the place and with colleagues. You build up capital and after a certain point, the capital becomes something you value and something that you can't take back home. That's not to say that it isn't possible to find great jobs to move back to in Oz (many of my Freshfields colleagues have and the experience they have gained overseas has, I'm sure, helped with that). However focus and determination are required as once you're on a roll with your career in a particular location it is hard work to pack up and start afresh.

This means it is also important to get some realistic feedback about your long term prospects on a regular basis. Sydney is undoubtedly a very competitive legal market. London, I suspect, is even more so given the number of lawyers that seem to move there from around the world. Thus, as the challenges of moving between jobs and countries increase the older/more experienced you get, it is good to hear what the chances are of being promoted

especially if you are thinking of staying out of Australia for some time.

So, what if you are intending on working overseas at an international firm such as Freshfields?

Obviously a sound academic record is expected, although results are by no means the sole consideration. Most international firms are looking for well-rounded, interesting people with good communication skills, a strong sense of teamwork, creativity and a healthy dose of common sense, rather than simply black-letter law gurus. Marks do matter though so it's important to get as good a result at university as possible.

But possibly the most important additional element we are looking for in recruits is a sense of "fun". Freshfields looks for people who will make good team members and will be fun to work with. The nature of the job often involves long working hours – indeed you may find at times that you spend more of your waking hours with colleagues than with friends or family – so we want to make sure we're working with people we enjoy spending time with.

‘Freshfields looks for people who will make good team members and will be fun to work with’

I'm very happy that I decided to start my legal career out of Australia. Even if the reason for that was initially not being convinced I wanted to be a lawyer, the experiences, friends and other rewards have been great. The clearest indication to me that the decision to move away was a good one is that each day still feels like a bit of a challenge. There is always more to learn and new places to explore. Keeping your professional and private life interesting in that way is a big part of being happy.

Gibson, Dunn & Crutcher, Brussels

Peter Alexiadis, Partner

In June 2009, I will be celebrating my 20th anniversary in Brussels as a competition lawyer, arguably the world's most over-lawyered city. The intention was to work here for two-three years, return to Sydney, and take up a teaching position at Sydney University Law School. Having worked as editor of the CCH Trade Practices and Intellectual Property Reporters for about four years, and having completed postgraduate legal studies at the Universities of Sydney, London and Thessaloniki, I was prepared for private practice and a competition law specialisation at European level. An "academic" approach is not a hindrance when one is working in a discipline which requires the interplay of law, economics and politics (the latter expressed primarily in terms of the European integration goal). Moreover, starting private practice in one's late 20s is totally normal on the Continent. Being comfortable with languages was also useful — I was fluent in Greek, adequate in French, and knew enough Spanish and Italian to blunder around. Fluency in Greek has been a particularly useful over time, as I represent a number of Greek government institutions.

I began working in Brussels and Paris at the now defunct Coudert Brothers, at the time the world's oldest international law firm. What brought me to Europe was the desire of many Australian trade practices lawyers to study competition law in London under Professor Korah at UCL and Intellectual Property law under Professor Cornish at LSE. Since I saw myself as both a restrictive trade practices and an intellectual property lawyer, the academic path to London seemed obvious, but my career path led elsewhere. Times changed very quickly in the late 80s, with an ever-increasing number of law firms developing global aspirations. Leading those were the American (everywhere) and the City-of-London (predominantly Europe and Asia) law firms. I quickly developed a sectoral expertise — telecommunications — which held me in good stead during the boom

years of telecommunications liberalisation. It allowed me to develop a significant practice, even as an associate. By the time I had moved on to another US law firm, Squire Sanders & Dempsey four years later, I was working as an Equity Partner on the competition law aspects of some of the world's largest mergers and most complex strategic alliances, and advising on a number of cutting edge commercial practices in the sector. The focal point of antitrust activity had, by that time, shifted well and truly from Washington to Brussels. In 2003, Gibson Dunn & Crutcher LLP, one of America's blue chip antitrust litigation firms, asked me to open their Brussels office. Since then, my practice is split between "pure" competition law (my IP practice is essentially antitrust-orientated), on the one hand, and regulation and policy in the telecommunications sector, on the other. My practice requires extensive travel throughout Europe and the Middle East; interestingly, a number of my clients are government institutions. I have performed a number of policy studies for the European Commission, some of which have produced important regulatory models that are now used around the world. Over the past few years, I have also taken on teaching roles at the MBA programme at Strathclyde University and the LLM programme at King's College in London.

'The common law tradition is not lost on the European Courts'

Although the continental system is much more statute-based and doctrinaire, Community competition law is very much based on case-law. This provides an Australian common lawyer with a great advantage in working creatively with precedents. The common law tradition is not lost on the European Courts, nor are there no European Commission officials with common law backgrounds. In general, an Australian legal education has been helpful in problem-solving for international clients.

Work culture in Brussels is relatively unique, as a typical office is staffed by multiple nationalities with different legal traditions and qualifications, language skills and so forth.

‘nothing quite compares to Brussels — the blend of having a multilingual, multinational and multi-disciplinary environment’

In this regard, nothing quite compares to Brussels — the blend of having a multilingual, multinational and multi-disciplinary environment (whether in the office, with clients or with the political institutions) cannot be compared to the environment which most

Australian lawyers find so accommodating in London. Similarly, applying a “federal” law based on constitutional principles to many and varied national legal environments is always a challenge.

I would not “recommend” working in Brussels to a typical Australian lawyer, as it is an atypical place in which to practise law. As a practical matter, one would need to enter the market via the route of UK qualification (as legal professional privilege only extends to a member of an EU Member State Bars). Then again, those with an affinity for European culture and politics, some language skills and a love of antitrust law and economics, will enjoy the experience. I, for one, would not practise law anywhere else — my original plan of “two to three years” has matured into twenty years on, and counting.

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Linklaters, London

Amanda Rowell, Solicitor

An interview with Amanda Rowell, a Solicitor with the Intellectual Property Group of Linklaters, London.

ALSA: How did you come to work at Linklaters in London?

Amanda: I participated in the Australian Clerkship program in December 2005 in the penultimate year of my Science/ Law degree at the University of Queensland. Linklaters has been running a clerkship in London specifically for Australian law students for 8 years and each year holds presentations in a number of Australian cities and interviews selected students for vacation scheme positions. Applications generally close in early April. The four-week clerkship in November-December allows students to gain an insight into working in London for a magic circle firm – and sample London's tourist attractions and restaurants!

During the clerkship I was interviewed for a training contract position with the firm. After my final year of university I completed the theory component of the College of Law PLT program before starting as a trainee in London in September 2007. During my training contract I have been admitted as a solicitor in New South Wales and will sit the Qualified Lawyers Transfer Test to be admitted in England & Wales.

Australian graduates receive the same supervision and training as English trainees. Trainees are expected to complete four six month rotations in three different practice areas. In London, I have worked in the Corporate, Capital Markets and Intellectual Property departments and recently moved to Brussels for a six month stint in Competition law. There are a number of Australian lawyers who joined the firm as qualified associates. During my first eighteen months I have had the pleasure of two antipodean supervisors! Although, due to recent market conditions, there has been a noticeable decline in the

number of lateral recruitment opportunities available to associates.

What type of work do you undertake in the intellectual property group at Linklaters?

I studied Science/ Law at university and the field of Intellectual Property allows me to use both of these disciplines. The Intellectual Property (IP) group handles a wide range of matters and assists a number of the other practice areas of the firm. Advising on the IP aspects of a merger or acquisition generally involves the review and preparation of the transaction documents, documentary due diligence and possible co-ordination with local IP counsel in other jurisdictions. IP is likely to be a significant aspect of transactions involving major brands, pharmaceutical or technology based businesses.

The group undertakes patent and trade mark litigation in a number of areas. Some recent cases have involved financial branding, computer software, perfumes, industrial products or pharmaceuticals. Once granted, a European patent matures into a bundle of national patents. While there may be an EU filing system, questions of infringement and invalidity are still determined by national courts. A complex pharmaceutical patent case can involve the co-ordination of proceedings in several jurisdictions, each with their own court rules and processes. A Community Trade Mark is capable of recognition throughout the EU, although the question of enforcement still falls to national courts. While there are moves towards greater European harmonization of IP rights it is a dynamic area and the UK is a particularly active forum for disputes.

As a trainee, my workload has varied from reviewing voluminous trade mark portfolios and researching case law to meeting with a renowned organic crystallisation expert. There have been opportunities to meet clients and play a significant role in transactions, but don't expect to be calling the shots from day one!

Did your Australian legal training provide you with sufficient skills and knowledge for your current work?

The Australian common law system is very similar to England, hence transferring an Australian qualification is fairly straight forward. While the section numbers and names of the relevant legislation may change, the principles remain the same.

While the majority of law students in Australia will complete dual degree programs, law graduates in the UK will usually only spend three years at university. It's also possible for non-law graduates to become trainees through a one year Graduate Diploma in Law (don't ask!). I am obviously biased - but generally the Australian trainees can be more mature in their approach and also benefit from having studied two disciplines at university.

What sets Linklaters apart from other firms?

Linklaters has a wide international presence with 26 offices in 19 countries including Europe, US, Middle East and Asia. There are 43 different nationalities working in the London office alone! There are opportunities to be seconded to one of the overseas offices for six months as part of your training contract. My current office overlooks the Royal Palace of Belgium in Brussels (it's no Harbour Bridge!) and I am looking forward to expanding my knowledge of competition law in the home of the European Community.

I wanted to be a well rounded commercial practitioner and my training contract at Linklaters has enabled me to work in several market leading practice areas. There is an international element to most of the firm's work. You could find yourself liaising with foreign counsel on a major company restructure in Europe, advising on a high profile global administration or raising capital on the London Stock Exchange via an Islamic compliant finance product. There

are obviously drawbacks to moving to the northern hemisphere but it has been an experience that I don't believe could be replicated in any Australian firm.

Do you have any tips for law students who are considering a career similar to yours?

Think big! Keep your eyes open for opportunities and actively research areas that interest you. Make sure you use all the resources that your university or law society has to offer – if you are reading this guide you've got the idea already. Internships and vacation schemes are great ways of testing your interest in a particular area and your "fit" in a particular firm so make the most of the opportunities before you graduate and have to make more serious decisions!

‘Think big! Keep your eyes open for opportunities and actively research areas that interest you’

Have the confidence to apply for roles which are "outside the box" or have not featured in your local careers guide. The worst thing that can happen is that you are not offered the position, but you will still learn more about the sector through the process. I have also found that studying or working abroad will allow you to learn more about working outside Australia. It's the opportunity to meet people from across the world and possibly future colleagues. Time abroad can add an international dimension to your undergraduate experiences and demonstrates your love of travel to any future employer.

DLA Piper, Abu Dhabi

Stephen Webb, Managing Partner

Why on earth Abu Dhabi?

When I graduated with a Commerce and Law Degree in Hobart in 1990, if somebody had told me that, by age 40, I would be starting up a new office in Abu Dhabi and practising law around the Middle East, I probably wouldn't have even responded. It would have sounded so far-fetched - first, where is Abu Dhabi? - and, more importantly, I would never have thought it possible that I would still be a lawyer at that age! Even for the first five or six years of my legal career, I saw it as a stepping stone to something much more interesting - perhaps investment banking or, more likely, some form of management role after doing an MBA in the US.

So, how did it start?

After university I traveled for 18 months around Asia and Europe. I knew from that time I wanted to work overseas at least for a few years - preferably in Asia. So, after starting at McCullough Robertson in Brisbane (at the time it was part of Minter Ellison's national network) and a relatively short stint at Clayton Utz as a construction lawyer, an opportunity came up to join Clifford Chance in Hong Kong. At the time my wife was also a lawyer and landed a prize job as a regional lawyer in Asia for one of the Walt Disney subsidiaries.

Hong Kong was absolutely fantastic. From a professional perspective it was challenging and, at times, extremely daunting. As a relatively junior lawyer, I found myself leading negotiations on power station projects in countries I knew very little about, let alone understood their laws. That wasn't to say that the firm was being reckless (although, in my case, some people could form that view!), we would have local lawyers in those countries to rely on for the analysis of the impact of Philippines law, Thai law and so on. All of that aside, I think the best part of travelling around Asia doing major infrastructure deals was gaining an understanding of cultural sensitivities, how

patience is an absolute necessity in succeeding and the realization that lawyers can play an important part in bringing parties together and making deals happen.

Why did I stay a lawyer?

Not all lawyers love what they do. For most of my seven years in Hong Kong, I remember being one of the few lawyers that, when asked the question "do you like what you do?" - not only was the response extremely positive, but I looked forward to going into the office on a Monday morning.

Just before flying to Hong Kong, I took the GMAT exam to see if I could score high enough to get into Harvard to do an MBA. I did, but with over US\$100,000 in tuition and living expenses to meet I first needed some time in Hong Kong earning the expatriate dollars. I never followed through (although I have been through a management course there courtesy of DLA recently). The turning point came when I realized that:

- a. I liked what I was doing;
- b. I was getting paid really well; and
- c. I realized that I wasn't as bad at it as I thought I might be.

I made Partner at Clifford Chance in my early 30s and after a few more years decided it was time to return to Australia (after a slight detour for 12 months living in rural France).

Why did I move overseas again?

Australia's legal system is complex. Especially compared to some of the less developed legal systems I had exposure to during my time overseas. Having returned to Australia, I threw myself into the Brisbane Tunnel Project, a public-private partnership involving a new tunnel going under the Storey Bridge. The deal required a massive team of lawyers with experts on every possible area. It was challenging, the

first of its kind in Queensland, we were under enormous time pressure and our clients won the bid.

Did I enjoy it? Probably not. I realized I preferred a different type of challenge. Walking into a meeting room in a country that I have never been to before, with no knowledge of the local laws, and signing a deal 15 months later with bankers, lawyers and managers from 15 different countries, different religions, different work ethic, different languages and senses of humor. That is more interesting for me.

One day a former colleague called me in Brisbane. He said I was to open DLA Piper's new office in Abu Dhabi. I laughed it off, but after realizing he was serious, said I wasn't interested. Over the next few days my curiosity got the better of me and I flew over to take a look - I didn't want to later regret not having at least looked into it.

Abu Dhabi is an amazing city in an amazing part of the world. It is also a very exciting time to be here. It is becoming more well known, and I think with time will be thought of in the same light as a move to Hong Kong, San Francisco or other seemingly more exotic locations. As for our office, we have gone from just me, two excellent lawyers and a personal assistant, to around 45 in a fairly short space of time. Given the amount of international interest and investment into Abu Dhabi, we are always working with our colleagues from offices all over the globe (we have 68 offices and, at last count, around 3,700 lawyers). Has it been an interesting experience? Absolutely. Have I worked too hard? Definitely (especially if you ask my wife). Would I have done anything differently? Not a chance.

What's my advice?

Keep this in mind: if you are unsure about whether to go into a law firm or follow a different route, law is a brilliant platform for a whole bunch of other career options.

Spending four years in a good law firm will give you the best opportunity (as compared to other professions) to develop communication skills to the highest professional level, as well as the ability to assess a set of often complicated facts to formulate arguments to help a client in its business or convince somebody to do something that they didn't initially want to do or didn't expect was in their best interests. The first two to four years are invaluable. Sure, you might work hard in the process, or you might think that you should be doing something else at times, but once you have those skills nobody can take them away from you.

It is also important to try to give a little back to the community. Often, lawyers and law firms seem to take more than we give. Here at DLA Piper we have implemented an amazing CSR program and see that as an important part of who we are. One of our young lawyers here from Australia is about to take a sabbatical and effectively be seconded to one of the government departments in East Timor on a pro bono basis. I think when the time comes for him to look back on his professional years, it will be that experience that will give him the most satisfaction.

Finally, have some fun. Australian lawyers are known internationally for having a good attitude. Some of my clients say that if they have to pay large sums of money to be locked up in meeting rooms with a bunch of lawyers, it is important they actually like the them!

Good luck with the studies and your future careers.

April 2009

Stephen Webb holds a B.Com / LLB from the University of Tasmania. Prior to joining DLA Piper in 2007, he worked with Mallesons Stephen Jaques (2005 - 2007), Clifford Chance, Hong Kong (1996 - 2004) and Clayton Utz / McCullough Robertson, Brisbane (1993-1996).

Baker & McKenzie, Hong Kong

Gary Seib, Partner

A career in the law will be challenging and demanding; it can, if you choose, expose you to interesting and exciting opportunities across borders and cultures.

When I decided to pursue a legal career I was very clear that I wanted to be a litigator – the cut and thrust of the courtroom was where I wanted to be. I studied Economics & Law at the University of Sydney, and completed my studies in 1985. I was very lucky as a new graduate, and received offers from two leading firms in Sydney – Clayton Utz and Baker & McKenzie. With no family or other connections with the legal profession to whom I could look for advice about which offer to accept, I found the decision very difficult. But after a lot of thinking, I decided to join Clayton Utz. The irony is that since then, I have made my career largely with Baker, where I now head the Dispute Resolution Group in our Hong Kong/China/ Vietnam offices, am the Asia Pacific Dispute Resolution Group Leader and sit on the Global Steering Committee of the firm's Dispute Resolution Group.

I started with Clayton Utz in 1986. It was, and remains, a leading litigation firm and I was fortunate to join its litigation team from the start. New lawyers rotated through a number of practice areas in their first two years of practice. But I was focused on litigation, and the firm let me stay in that group, to my great relief and gratitude.

After the “usual” 3 years or so, I wanted to spend some time working in the UK. But then an opportunity in Hong Kong came up, largely by coincidence and good fortune, as often happens. The move to London never happened for me, because the employment market was very badly affected by the recession of the late 80's/early 90's; it all seemed too hard. Thus, in 1989 I joined Baker & McKenzie in Hong Kong as an Associate in the Litigation Department (as it was). The department was relatively small at that time – only about 15 – 20 lawyers and paralegals – and was managing the litigation out of what was then the largest corporate failure Hong Kong had seen, Carrian Investments. I became

heavily involved in those cases.

The system of law in Hong Kong is similar to that in Australia – both are common law jurisdictions. Before 1997, Hong Kong still had appeals to the Privy Council and English cases were binding on the Hong Kong courts. But while the systems were the same – the devil, as they say, was in the detail. I was, and felt acutely like, a foreign lawyer!

The path to an admission locally in Hong Kong was through the UK. I qualified in England & Wales in 1990 and then in Hong Kong in 1991. In addition to my work in the Carrian liquidation, I also developed a busy banking and insolvency litigation practice more generally. My practice in Hong Kong exposed me to working with London Counsel, as well as expert witnesses and clients from all over the world. It was great exposure and great learning.

Eventually, family and other reasons led to the decision to return to Sydney and become a barrister, which I did in 1996. My wife, Tina (an artist, *not* a lawyer!) and I had gone up to Hong Kong with two children, and returned to Sydney with four. Although I was returning home, moving country and into sole practice all at once was very challenging. Having worked in Hong Kong for 6 of my 9 post-admission years by that stage, I felt like a foreign lawyer again! That required a lot of hard work and learning to remedy – although I had some luck. A lot of new legislation had come into effect in Australia in the mid-90's, including a new Evidence Act. It actually gave me a bit of a head start because I started working with that regime when my more experienced colleagues and opponents were still stuck in the 1898 (yes – 1898) Act!

I was fortunate enough to join one of the leading sets of commercial Chambers in Australia, and developed a busy practice at the Bar.

While I was in Hong Kong I made sure I kept my friendships and connections with colleagues in Sydney. My advice – it is essential (and enjoyable). I did the same when I was in Sydney with my Hong Kong connections.

Then, one day in early 2003, my phone rang in Chambers. It was my friend and former supervising partner on the phone – would I be interested in coming back to Baker & McKenzie in Hong Kong?

As exciting as that proposal was, I was not sure whether I was interested in returning. I had developed my practice at the Bar over (by then) 7 years, our family was older and so on. There are always many factors bearing on a decision to expatriate. Tina and I explored the idea for some time, visited Hong Kong, checked out schools, housing and so on. The process of a “lateral” move is always involved and time-consuming, but by early 2004, almost a year after that phone call, my feet were back under the desk as a partner of Baker & McKenzie in Hong Kong. I was a foreign lawyer for the third time!

The Baker practice is truly global and Dispute Resolution is no exception. Since returning, I have developed a practice that is HK/China focused, but Asian based and requires me to travel (sometimes too often) regionally as well as to the US and Europe. It is a very powerful message we send to clients when we bring lawyers from all parts of our global network to a meeting – Asia Pac, Europe & the Middle East, North and Latin America. I have sat in those meetings. I have had a steak dinner in Houston with colleagues from Brussels and Frankfurt; led a panel discussion in Tokyo with colleagues from Bangkok, London, San Diego and Mexico City; sat in our DC meeting rooms overlooking the White House to discuss US long-arm jurisdiction; enjoyed hearing a colleague speak about Vietnam’s new competition law with a client in Singapore; given the welcome address to guests at a Baker event by the river in Shanghai at an insolvency conference on the weekend Lehman failed; met judges in Capetown; spent time with clients and colleagues in Barcelona, Beijing and Qingdao; and more. These are all experiences that cross borders and have made for a lively career in the law, through iterations as an employed solicitor, a barrister, and then a partner in an active global practice.

So, what lessons might be drawn from these experiences for your international career? I’m not sure and will leave the answer(s) to you, but my suggestions are:

- Energy and a desire to learn are essential as you develop your career.
- Functioning in languages other than English is increasingly important and will become essential, particularly throughout Asia.
- Maintain your friendships and professional contacts, and never say “never” – I learnt that by no later than 2004, when, against any ideas or plans, I was back in Hong Kong.
- Stay focused on being a first rate lawyer at every stage. Commit to doing the best possible job at all times. Continue to invest time on your substantive legal expertise.
- As you become more senior, recognise that new skills – things they don’t teach you at law school such as people management, client management, profile building, practice development – become increasingly important to your career progression.
- Solicit constructive feedback, and be robust when you receive it. The (often wide) difference between one’s intention and impact merits a whole other article!
- Ultimately, work in an outward-looking environment.

I hope this short article helps encourage you to stretch in your careers.

Gary Seib
April 2009

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International Careers

**International Organisations,
Companies & Government**

UNHCR, Myanmar

Jane Williamson, Lawyer

I graduated with a BA/LLB from Macquarie University in 1998. In the last two years of my degree, I had done a lot of volunteer work with refugees in Sydney, including volunteering at the Refugee Advice and Casework Service and also working part-time for a private immigration practice which provided migration assistance to detained asylum seekers at Villawood in western Sydney.

So I knew I wanted to work with refugees and I had a strong interest in working in developing countries, but I really didn't know how. I travelled a bit after university and eventually landed back in Sydney a bit broke and not sure what to do with myself. I ran into a Loreto nun who was working with the Jesuit Refugee Service in Kings Cross and she offered me a job – in Cambodia!

So my first “proper job” was as a volunteer legal advisor for refugees and asylum seekers in Phnom Penh. JRS had a special arrangement with UNHCR in Cambodia for providing legal and social assistance to the handful of refugees who found themselves there – some from nearby Vietnam and China and a rag-tag bunch from Rwanda, Sudan, Algeria, Afghanistan and other distant countries who had somehow found their way to Cambodia and sought asylum there.

After a year, I knew I wanted to stay in Cambodia so I joined the UN Volunteer programme and got an assignment with the Office of the High Commissioner for Human Rights and was dispatched to the western province of Cambodia to monitor various human rights issues such as police brutality, the functioning of the local court system, and land issues.

Eventually, after an influx of refugees into Cambodia from the central highlands of Vietnam, I was able to find an opportunity

to work with the UN High Commissioner for Refugees in the remote eastern provinces of Cambodia.

After almost two years with UNHCR in Cambodia, I wanted to broaden out a bit and I took contracts with UNHCR in Angola and Darfur, spending several years in some very remote and challenging locations.

Now I'm assigned to Myanmar (Burma) working also in a remote area right on the border with Bangladesh. The work has a strong focus on human rights monitoring for the local population of Bengali Muslims, many of whom had fled to Bangladesh as refugees in the 1990s and later repatriated. The Bengali Muslims are also stateless and deprived of many basic rights, even by comparison with the general situation for other groups in Myanmar. Through village visits and interviews, we document a wide range of abuses — from arbitrary detention and prosecution to land confiscation, forced labour and children's rights.

‘Through village visits and interviews, we document a wide range of abuses — from arbitrary detention and prosecution to land confiscation, forced labour and children's rights’

We have a surprisingly open dialogue with the local authorities there, even though the repressive policies towards the local population are not likely to change soon.

As a Macquarie graduate from the 1990s, my legal education was very focused on

philosophical, political and social reflection and not so-called “black letter” law. This provided the best possible foundation for the kind of work that I do which requires some legal knowledge, but more importantly an ability to reflect on the nature of power, ideas of social justice and the possible pathways from conflict and oppression to something better. It’s not that I would start sprouting about critical legal theory when talking to the local police chief (!), but having a foundation in ideas about justice is a very good basis on which to choose your advocacy tactics in those situations.

At Macquarie they used to tell us that we can learn the technical stuff as we need it, that law school should not be a memory test and that the most important learning manifests itself across the whole spectrum of human life. More than a decade later, I’m convinced that they were right.

‘I’ve come to love it because I’ve developed friendships with people who I would probably never meet or become close to in other contexts ’

I can’t really say how the work culture in UNHCR compares with Australia because I haven’t worked in Australia for more than 10 years. UNHCR is very diverse with staff from a huge range of nationalities and the work relationships are intense – especially when spending long periods in remote places. I’ve come to love it because I’ve developed friendships with people who I would probably never meet or become close to in other contexts. I realized at one

point that in Australia, almost all my friends are lawyers of the same age as me so the diversity in UNHCR is a wonderful antidote to that.

‘Most people who eventually come to work as regular staff of UNHCR spend several years working on relatively low salaries, or none, with non-government organisations abroad’

For law graduates considering working for the United Nations, my advice is – to volunteer! Most people who eventually come to work as regular staff of UNHCR spend several years working on relatively low salaries, or none, with non-government organizations abroad. My advice would be to choose a country or an organization that you are interested in and see if you can find a way to work there, even if there is little or no salary.

Fortunately or unfortunately, working for UNHCR requires being willing to work in very remote places for extended periods of time. A long term career with UNHCR will inevitably involve assignments of several years at a stretch in remote hardship locations – away from your own family and friends but you make a lot of new ones! This doesn’t appeal to everybody, but if you can make it work, the rewards are many.

Jane Williamson is a Lawyer, working for UNHCR, currently in Myanmar. She graduated from Macquarie University in 1998 with a BA/LLB.

Department of Foreign Affairs and Trade, Brussels

Kate Gauntlett, Third Secretary and Vice-Consul

An interview with Kate Gauntlett, Third Secretary and Vice-Consul, Australian Embassy and Mission to the European Communities, Brussels.

ALSA: What did you study at university?

Kate: I studied Arts, majoring in English Literature, and Law at the University of Western Australia.

Outline your career between graduation and commencing at DFAT?

I finished my final semester of university while on exchange at the University of British Columbia in Vancouver and then went travelling for 8 months. I did some odd jobs to make money along the way – working as a cook in the south of Spain and as a carer for an elderly gentleman in Wales. After returning to Perth, I worked in a law firm for 12 months and was admitted to practice as a barrister and solicitor in WA. However, my career in law was short-lived, as the following year I was accepted into a cadetship program with *The West Australian Newspaper*. For the next five years I worked in print journalism, including stints in Canberra and Canada, before joining DFAT in 2006.

Why did you decide to apply for DFAT and what was the application process like?

While I was working as a journalist, I was transferred to Canberra, where I spent 18 months working in the Federal Parliamentary Press Gallery. During this period, I met quite a few people who worked for DFAT and I thought it sounded like an interesting and rewarding career. I loved the variety and challenge of journalism, but wanted to move into a role where I felt like I was contributing to the final outcome and being part of the decision-making process, rather than just reporting on events from the outside. I was also attracted to the idea of living and working overseas and working on issues which furthered Australia's national interest. I decided to apply for the graduate trainee program as it offers excellent training and good opportunities to move through the different areas of the department.

How do positions at DFAT work?

As a graduate trainee, you will rotate through various sections of the department, providing research and advice on wide-ranging issues with an international dimension – be they environmental, legal, economic, security-related or political. Within a few years of joining the department, graduate trainees can expect to leave on their first overseas posting. Depending on the location, former trainees might specialise in particular aspects of foreign or trade policy or might be required to carry out a wide variety of tasks, including arranging Ministerial visits, managing small aid programs or organising public affairs events. Once a posting is completed, former trainees return to Canberra and usually spend at least two years there before applying for their next overseas post. With DFAT operating across 80 international posts, employees usually fill many diverse positions during their careers and it's important to be flexible and adaptable. More information can be found at: <http://www.dfat.gov.au/recruit/graduates>

A number of graduates with legal qualifications join the department each year. They often complete a work rotation in one of the department's legal areas and may be able to use their work rotations for the practical legal aspect to qualify for admission. In most cases the department would not fund people on the graduate program to undertake their legal traineeship.

There are also opportunities for people who have been working as lawyers to apply for mid-level career jobs as legal specialists. All vacancies are advertised on the DFAT web site and in the Public Service Gazette.

What kind of work would you complete in a typical day/week/month?

Since April 2007, I've been based at the Australian Embassy and Mission to the European Communities in Brussels, where I am the Third Secretary and Vice-Consul. My job is a mixed duties position, meaning that it is a combination

of policy, consular and administration duties. On the policy side, most of my work is focused on Australia's relationship with the North Atlantic Treaty Organization (NATO), which has its headquarters in Brussels. While Australia is not a member of NATO, we have 1100 troops based in Afghanistan under NATO command. Therefore, we work closely with the organisation to ensure Australia's interests are reflected in NATO strategy in Afghanistan. I represent Australia at multilateral meetings and provide advice to Canberra on issues of interest to Australia. We also cooperate with NATO on other issues of interest to Australia, including on counter-terrorism and non-proliferation.

Due to my varied duties, there is no really typical day, week or month in the job – which is definitely part of the attraction for me. On any given day I juggle multiple tasks, such as organising a senior official's visit, responding to a consular inquiry or providing advice on a NATO or European Union policy approach to an issue

How useful is your Australian law degree to your role in Brussels?

I think a law degree is very useful because you have to deal with subjects that can involve complicated legal process. For example, as part of my administration duties in Brussels, I frequently assist Australian Federal Police with Mutual Assistance Requests, which involves liaising with the Belgian authorities to obtain evidence in international criminal investigations. Given my responsibilities for NATO issues, I also need to understand the organisation's decision-making processes. Overall, I think a law degree can provide a good grounding for developing strong written and oral communication skills, which are among the key qualities that DFAT looks for when it recruits new officers (see final paragraph below).

Are there any other qualifications that would be particularly useful for your role?

The graduate trainee program is for applicants from all academic backgrounds and is

preparation for a career as a generalist policy officer. You definitely need an interest and enthusiasm for foreign affairs and trade policy issues, no matter what your background.

How does the work culture in the diplomatic corps compare to that of the other positions you have held?

A career with DFAT as a policy officer offers a lot of variety in terms of work and roles, in contrast to legal jobs where you are more likely to specialise in a particular field. Flexibility and adaptability are crucial. I enjoy the variety of work in DFAT and really appreciate the opportunity I have to live and work in Belgium on policy issues which I find challenging and interesting.

Do you have any tips for law students who are considering a career similar to yours?

DFAT's web site has some good tips in this regard:

Rather than choosing a particular university course that you think may be relevant to DFAT's work, you should select a discipline for which you have a particular interest and in which you are likely to perform well. This will broaden your career options and, at the same time, give you the opportunity to achieve the strong results which the department seeks.

The department considers a number of factors in selecting its graduate recruits. These include the quality of university qualifications and achievements, work experience, personal experience such as community activities, and extracurricular achievements, written and oral communication skills and the ability to work as a member of a team.

Most university graduates who join the department have either a combined degree, an honours degree or a postgraduate qualification, and a strong academic record.

Good luck with your career choices!

Shooting AK47s with the Taliban, Going Nude in Iran and Addressing the United Nations: the Story of an Unsuccessful Law Student

Melanie Poole

Geoffrey Robertson, the famous human rights lawyer, recently wrote: "Many young people ruin what would otherwise be talented and useful lives by devoting themselves to law."

The irony of this is apparent – Geoffrey Robertson himself being a law devotee but also highly talented and useful. But the point he is making is an important one - simply gaining knowledge of the law does not make our lives meaningful. What matters is what we choose to do with the skills and recognition that we are so privileged to gain.

I have never been an ideal law student. Not for lack of good intentions – I always resolved, at the beginning of each semester, that this time I'd do the reading, attend all the lectures, buy textbooks instead of festival tickets, and perhaps even write my own summary.



These things never quite transpired. At almost 25, I'm still finishing my last few subjects, after taking three years out to pursue various adventures. What law school has given me, however, is the confidence, the competence and the credibility to go out and make my dreams a reality. One such dream, which came true for me last year, was addressing the General Assembly of the United Nations on behalf of Australia.

In true law student style, I'll tell this tale with sub-headings.

HOW DID I GET TO THE UN? AND WHAT'S ALL THIS ABOUT AK47S AND NUDITY?

Africa

After year 12, I took a gap year. I started as a barmaid in London, being generally debaucharous. But, with enough pounds in the bank, I flew to Kenya, where I volunteered in an orphanage for AIDS infected children. This gave me a taste of the world outside educational institutions.

After the first year of uni, I was invited back to Kenya by NGO colleagues, who were headed to work with the United Nations High Commissioner for Refugees (UNHCR) in a refugee camp. For 2 months I worked midnight-7am, Mon-Fri, at 'Media Monitors', and pestered every Rotary/Lions/Apex group I could find, as well as various university faculties, in order to raise the funds. Once exams ended, I was on the plane.

The camp was called Kakuma, and was on the desert border of Kenya and Sudan. Life there is bleak. The 46°C climate kills crops. The refugees live in huts made of coca-cola tins and mud. The UNHCR was understaffed, the rations critically low and the hospital had one doctor to treat 86,000 people.

At Kakuma, I established a childcare centre with a group of Sudanese mothers. I got to know the women well, and was deeply affected by their stories of loss, torture and rape. But there was also something exhilarating about being there.

Winston Churchill said "Before you can inspire with emotion, you must be swamped with it yourself." Any student can churn out an essay about human rights, but meeting these women allowed my intellectual journey to be accompanied by emotion. It provided a genuine incentive to keep navigating through the dense jungle of theory we call law.

Time out for cocktails

Of course, university is also about being in your

twenties and having a damn good time. In my second year of law school, I was offered two jobs: one as a legal clerk, one as a barmaid. I took the barmaid one. It offered experiences that, as a 20 year old, appealed more to me than making coffee for lawyers did. My year of cocktail-shaking, partying until the wee hours, and befriending Canberra's DJ community are not resume material. But they were experiences I greatly value.

The Northern Territory

Ready to get a bit more serious, I spent the next summer in the Northern Territory. I'd scoured the internet for groups that provided grassroots legal services to women, and found one called the Top End Women's Legal Service who let me intern. My work with them provided an insight into the criminal justice system, especially issues around domestic violence. It was also my first chance to visit remote Indigenous communities

Once again, this experience reminded me why I was studying. Serendipitously, I came across a position in the Federal Department of Indigenous Affairs when I returned and spent the year working in a legal team, contributing to Indigenous policy and learning about Native Title and anti-discrimination law. By this stage in my degree, I was able to start choosing electives and was able to delve into issues I cared about. Law school became more engaging.

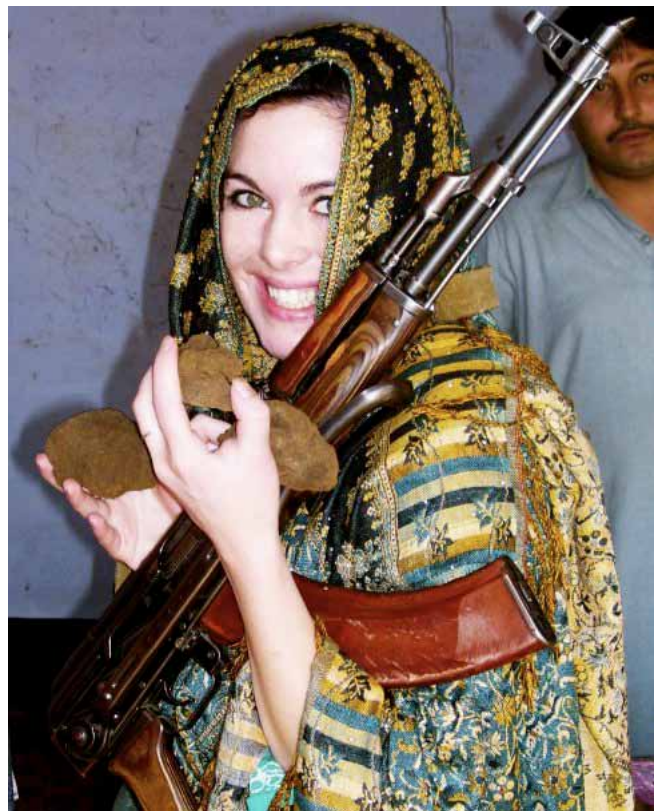
Ok Ok: Guns and Nudity!

After an exchange semester in Germany (involving a lot of partying but not much academic content), I was itching for something more. So I spent a month travelling in Iran where, through the website couchsurfing.com, I was able to stay in Iranian homes.

It was a surreal, sensory absorption – glittering mosques, ancient Persepolis, and the contrast of 'indoor' Iran, where minimal clothing, alcohol, dancing and atheism are alive. One highlight was meeting a desert nomad, who showed me an abandoned, butterfly-thick Oasis,

where I showered naked beneath a waterfall – something I never imagined doing in heavily policed Iran.

Travelling in Iran taught me just how little we insight we get into some parts of the world (i.e. those patently misrepresented by the media) unless we go there. My thoughts turned to Pakistan. A month of emailing and internet searching later, I had found myself a job with an NGO in Pakistan's north. I was to lead a research team from the border of Afghanistan to Kashmir, speaking to hundreds of women about their access to education. (You can read about it at getjealous.com/greeneyedgirl, where I kept a blog.)



These travels took me to places beyond my wildest imaginings – such as Taliban-controlled tribal areas, where I watched opium being smuggled by the sackful and hundreds of AK47s being made (a colourful character named 'The Prince' even showed me how to shoot one!) Above all, what I gained was a chance to seriously challenge myself, and a wealth of understanding that I could not have obtained any other way.

It was at this point that I applied to be Australia's 2008 Youth Representative to the United Nations.

GOING TO THE UN

The Youth Representative is an annual position in which a young person joins the Australian delegation to the General Assembly in New York. The first half of the year involves an Australian consultation tour, then it is onto New York as a fully accredited Australian delegate. An exciting part is the chance to address the General Assembly of behalf of young Aussies.



My year as Youth Rep was one giant whirlwind. It took me all over Australia and involved challenges like raising \$40,000; addressing audiences of thousands of students; weekly radio and newspaper interviews; connecting with hugely diverse groups and meeting with Ministers, Shadow Ministers, and the Prime Minister, Kevin Rudd.

New York was a city that exploded with life and intensity; and the UN was no different. Suddenly I was chatting to Bill Clinton, shaking hands with Ban Ki Moon, listening to world leaders, arguing with former CIA director James Woolsey about nuclear proliferation, and literally bumping into celebrities.

Seeing how the UN worked was an enormous learning curve. It was empowering to be able to speak with candour. I put forward questions that young Australians had asked - like why states bind themselves to trade deals, but not to meeting targets for reducing human suffering. There isn't space here for more reflection - but visit melanie.youthrep.org.au.

Final Thoughts

A young journalist from the Sydney Morning Herald recently wrote about a 'fledgling, romantic' notion of what youth means - "travelling, meeting people, trying different jobs and ... exploring neurotic sexual relationships, all in an effort to find out what kind of adult you might want to be."

She then lamented on how being in your twenties today is "seen as a time to put your head down and get ahead. No time to go on the road, or into the wild; there's work to be done and identities to be forged."

These words rang true to me, as did Geoffrey Robertson's. If a 'successful' student is one who devotes themselves wholly to study, focusing only on grades or building their resume, then the world does not need more successful students. It needs us to listen to each other's stories. It needs us to work out what's meaningful to us, to explore our whims, and to value social interaction. It is not what we learn at law school, but how we use that knowledge that matters.

Life has taught me this: throw away your game plan. Do what feels right, do it with enthusiasm, and you will end up exactly where you want to be.

You can contact Melanie through her website, Melanie.youthrep.org.au, or at Melanie.poole@gmail.com. She is happy to answer questions.

Australian Youth Ambassadors for Development, Vanuatu

Jess Feehely

Jess Feehely is currently the lawyer for the Environmental Defenders Office in Hobart. However, in 2006 – 2007, she undertook a volunteer assignment working as Legal Officer for the Wantok Environment Centre (WTEC) in Vanuatu. The assignment was supported by AusAIDs Australian Youth Ambassadors for Development (AYAD) Program, and the NSW Environmental Defenders Office. Here she shares her story:

WTEC is a community-based conservation group focussed on improving the capacity of village communities to manage their natural resources. My role involved a number of things, including community education workshops regarding environmental laws, liaising with local council staff to develop by-laws for marine protected areas and training a local law student to take over the role of legal officer.

However, the most rewarding project I was involved in was “Operasen Savem Krab Kokonas” (Operation: Save Coconut Crabs). The Coconut Crab is the world’s largest land crustacean and occurs throughout the Pacific. The species is threatened by increasing population pressure and destruction of habitat, and has become extinct in several Pacific nations. Following a scientific report in 2003 showing that stocks in the Sanma region of northern Vanuatu were rapidly declining, the Department of Fisheries imposed a three year regional ban on taking Coconut Crab. The ban was due to expire in March 2007.

The Sanma Krab Kokonas Taskforce, which included members from the Fisheries Department, Forestry Department, Environment Unit, Sanma Provincial Council and WTEC, was formed to promote the ongoing protection of the species.

The Taskforce coordinated population

surveys to assess the effectiveness of the three year ban season. The Taskforce also conducted awareness activities in over 15 communities. These awareness talks included information about the biology and life cycle of coconut crabs (including growth rates), current legal protection for the species, results of the surveys and recommendations of the Taskforce. At the end of each awareness talk, the community was asked whether they would support an extension of the ban beyond 2007.

The results of the scientific and community surveys showed:

- Coconut crab stocks had increased during the ban, but the increase was very small. The average size of coconut crabs at most survey locations remained below legal size.
- Logging, plantations and village expansions have caused significant damage to many places with good Coconut Crab habitat
- There was a general lack of awareness in the communities about the life cycle and ecology of the Coconut Crab, or the reasons for the existing ban. As a result, the ban was generally not respected or enforced at the village level.
- When provided with information about the Coconut Crab, there was significant community support for an extension of the ban.

On the basis of these results, the Taskforce argued that the ban should be extended for a further five years to secure long term population growth for the species. We also recommended that the extension be supported by an extensive awareness campaign, and by training village-based monitors to assist the Fisheries Department to enforce the ban.

New legislation to extend the ban until 2012 was passed just two days before the ban expired.

The Taskforce has since produced awareness materials, including posters, stickers, T-shirts and school education kits and visited over 20 communities to promote the ban. Significantly, the Taskforce also carried out workshops to train over 50 village-based Krab Kokonas monitors to carry out population surveys, collect evidence and report offences and educate their communities.

Laws in Vanuatu are based on the English system, so my Australian legal training provided sufficient skills to deal with that aspect of my role. The real lesson from my experience with WTEC was that laws are only as good as their implementation, and that effective implementation relies on community understanding and support. Where a community relies on its natural resources for its livelihood, people need to appreciate why a particular restriction is necessary and to understand their rights and responsibilities under the law. Community liaison work is invaluable to improving awareness and compliance.

‘Where a community relies on natural resources for its livelihood, people need to appreciate why a particular restriction is necessary and to understand their rights and responsibilities under the law’

My volunteer assignment gave me an opportunity to do a wide range of tasks that I could not have experienced in Australia. I wheeled a generator through thick rainforest

to give a presentation in a remote village, I met state officials wearing a large floral dress and thongs, I gave a radio interview in terrible Bislama (the local language) and I learned how to dive, how to hold a live chicken on a canoe and how to treat a variety of tropical ailments.

‘I highly recommend working on legal projects in developing countries as a way of reinvigorating your sense of justice and wonder’

I highly recommend working on legal projects in developing countries as a way of reinvigorating your sense of justice and wonder. For me, it was also a great way to experience different options for securing environmental outcomes. It was challenging, rewarding and lots of fun.

The AYAD Program is an Australian Government AusAID initiative which supports skilled young Australians who want to live, work and make a difference overseas in the Asia Pacific region. AYADs work with local Host Organisations and Australian Partners to achieve sustainable development through capacity building, skills exchange and institutional strengthening.

To find out more, check out www.ausaid.gov/youtham and www.ayad.com.au.

Operasen Savem Krab Kokonas was funded by the Australian Government Regional Natural Heritage Programme.

Bain & Company, London

Emily Zhang

An interview with Emily Zhang (Bachelor of Commerce/Law, University of Sydney), Management Consultant with Bain & Company.

ALSA: How did you come to work at Bain?

Emily: I started at the Sydney office of Bain & Company in 2007 straight after University.

How did you end up in the London office?

In February 2009 I began a transfer to the London office. You can apply directly as a graduate to a foreign office or many people do an internal transfer after a couple of years in their local office. Other graduates in my start group are now working in Amsterdam and Mexico City, with others going to Boston and Chicago.

What type of work do you undertake at Bain?

It is difficult to describe what I do because every case so different. We do not specialise by industry or capability. I have worked in a number of industries and across management issues. At the moment I am working for a UK financial services company looking at their business strategy.



Travelling to Dublin with Bain colleagues and other Transfers

Did your Australian legal training provide you with sufficient skills and knowledge for your current work?

I think a legal training is very translatable to consulting. There are law graduates at Bain without any business background. We are taught to be analytical, to take a stand, to gather evidence and to be good communicators, which are all useful skills for a management consultant. There are formal and on the job training to provide us with the necessary business skills and knowledge.

How does the work culture in London compare to that in Australia?

I found the work culture in London to be surprisingly similar to Australia. Both Bain colleagues and clients are friendly and fun to work with.



Bain's London office looks over South bank

Do you have any tips for law students who are considering a career similar to yours?

Do your research. There is plenty of information on consulting firms. Once you have decided that you are interested in management consulting, attend the information sessions we run on campus and speak to consultants there to get a feel for the company and the work we do.



Australian Government
Australian Law Reform Commission

WANT TO HELP CHANGE THE LAW?

INTERNSHIPS IN LAW REFORM

I gained a fantastic insight into the public policy processes involved in conducting inquiries ... It was a highly worthwhile experience that I would recommend to anyone who is curious about or has an interest in public policy.

Tracy Nau—University of NSW (Intern)

The Australian Law Reform Commission (ALRC) conducts inquiries into aspects of Australian law and related processes for the purpose of law reform. Recent inquiries have included cutting-edge topics such as genetic information, privacy and secrecy laws.

An internship at the ALRC provides an opportunity for students to increase their awareness of law reform issues and improve their research and writing skills, while contributing to an ALRC inquiry. Interns also have the opportunity to get involved in other ALRC work areas including consultation and public education.

I think this will be an influential experience for me, as it will inform my career aspirations and ultimate choices in law and public policy. The ALRC has set a very high standard regarding the type of work environment I hope to enjoy in my own career.

Peter Fox—University of Maryland (Intern)

For more information about the internship program visit:

www.alrc.gov.au/work/internship

GPO Box 3708, Sydney NSW 2001

Phone: 02 8238 6333 Fax: 02 8238 6363

Website: www.alrc.gov.au Email: info@alrc.gov.au

International Careers

Internships

Freshfields Bruckhaus Deringer, Hong Kong

Henry Makeham, 2011 Prospective Trainee

Throughout January 2008, I interned at the Hong Kong office of the Magic Circle law firm, Freshfields Bruckhaus Deringer. For those who have not heard of a 'Magic Circle' firm, it is a term used to describe five major London-based international law firms, four of which are the top largest law firms in the world by revenue.

Having completed the application process, I received a telephone call a few weeks later in Beijing, where I was an exchange student at Peking University. After a one-hour interview, where I was grilled on many aspects of my studies, work experiences, problem solving abilities and hobbies, I was finally made an offer to intern in their Hong Kong office a few days later.

In my winter vacation program, there were four students from different universities in Australia. The four-week program caters primarily for students from Australia and New Zealand. Like most law firm clerkships, the winter program interns are assigned a buddy, who is a trainee, and a mentor, who is a senior associate.

Many of the lawyers in the firm's Hong Kong office are bi-lingual, (generally in English and Cantonese or Mandarin) and have diverse, international backgrounds. The mix of partners and associates had read law in the United Kingdom, United States, China, Hong Kong, Australia, Canada and New Zealand.

The winter vacation internship was a challenging, but exciting and rewarding experience. In terms of work, I was placed in a team within the Corporate practice group – which consisted of a lead partner and one associate, plus a graduate lawyer – that was responsible for a multi-million dollar initial public offering of a Chinese company on the Hong Kong Stock Exchange. As part of the deal-closing process, I was exposed to many aspects of the transaction, not only from a

legal perspective, but also from the banker's perspective.

During the internship, I was invited to attend the negotiation meetings between the bankers, accountants, private equity representatives and senior executives of the company being listed. This experience gave me greater clarity in terms of the integral function the legal team plays in corporate transactions, coupled with the varied roles a lawyer in international practice needs to master: negotiation skills; business-oriented problem solving; effectively communicating with parties from varied cultural backgrounds; and efficiently managing high net-worth deals under tight deadlines.

Being a Law / Asian Studies (Chinese) student, one of the major challenges I encountered was that I was unfamiliar with many of the finance terms, such as a 'greenshoe' or 'stock borrowing arrangement' that I read throughout various agreements. However, to my relief and surprise, all of the lawyers around me – including my buddy and mentor – were incredibly helpful and patient in clarifying any aspects of the transaction I was unsure about.

Working on a multi-million dollar cross-border transaction is an exciting process. The lawyers in my team were dealing with multiple jurisdictions (e.g., Cayman Islands, Hong Kong, China). A reflection of the diversity of cultures involved in any given deal was evident during one teleconference I listened in on. Throughout the teleconference, my buddy jumped between three languages. First, he was negotiating the final aspects of a company prospectus in Cantonese, then second, he would suddenly switch to English as he clarified a point with the London support staff, followed by a third linguistic turn to Mandarin Chinese as he sought details on the due diligence process with the Mainland Chinese counsel.

Due to the high volume of China-related deals the firm undertakes, the opportunities to use Chinese (either Cantonese or Mandarin) were many and varied. Chinese language skills are considered a valuable asset in the Hong Kong office, where you will definitely be provided the opportunity to apply your Chinese. Furthermore, associates were given the option of firm-sponsored Mandarin tutors to continually improve, or build upon their Chinese.

In terms of the internship structure – as well as real-world experience – the internship delivered solid training in the groundwork of key IT programs used, public speaking training, legal research skills, coupled with language (both English and Chinese) assessment, capped off with a power-point presentation on a set research question provided to us in week one that was delivered to a conference room full of partners and associates on our last day.

However, it was not all work, work, work. We were spoiled with firm-sponsored lunches at the China Club (one of Hong Kong's exclusive restaurants) on numerous occasions. Friday night drinks and dinner were always great fun, followed by a night out at one of Hong Kong's diverse range of busy clubs and pubs. There were also opportunities to hire the firm's junk for a sail on Victoria Harbour and to the surrounding islands during the weekend. In addition, regular social and charitable pro-bono events were offered for us to participate in during our four weeks with the firm.

Working for an international law firm in an international city is an experience that would be very difficult to replicate in Australia. Generally speaking, a large proportion of the transactions undertaken by Australian based firms are predominantly domestic in nature. Freshfields offered an unforgettable international experience. The deals Freshfields works with are almost always multi-million,

if not multi-billion dollar in scale, frequently involving a cross-border, international element. Because the Chinese economy is still one of the few engines of growth in the world, the opportunity to work on large, cutting-edge deals makes for a highly varied legal experience. Moreover, there are fantastic opportunities to work and travel throughout Asia, and occasionally Europe for various firm sponsored conferences.

In the end, I was fortunate to have been made a graduate offer with Freshfields that has opened the door to a truly international career. After graduation, as a trainee I will spend a year in Hong Kong to complete the PCLL (Postgraduate Certificate in Laws) before commencing a training contract in Hong Kong. Upon completion of the PCLL – paid for by the firm – trainees will have an opportunity to experience different disciplines through seat rotations in different practice areas, as well as six months in London and three months in Beijing or Shanghai during their two year training contract.

Having interned at firms in Australia, the key difference has been the international flavour of Freshfields, its work, the lawyers and the location – Hong Kong. A twenty-four hour work hard-party hard city, Hong Kong is nestled on the edge of the world's fastest growing economy – China. If your goal is to be truly engaged in the globalised business world, working in an international environment surrounded by an eclectic mix of intelligent, cosmopolitan and friendly professionals, I would honestly recommend applying for either a vacation placement or trainee contract with Freshfields Bruckhaus Deringer in either their Hong Kong or London office.

If anyone has any questions about my experience at Freshfields, Hong Kong, please feel free to email me: henrymakeham@yahoo.com.au

Mini Pupilage, Hong Kong

Matthew Leung

Matthew Leung, a fifth year Law/Arts student at the Australian National University, recently undertook a two month mini pupilage in Hong Kong during his summer vacation. His mini pupilage involved working for Chan Chi Hung S.C. at Denis Chang's Chambers and he discusses his experience with ALSA below.

ALSA: How did you come to work at Denis Chang's Chambers?

Matthew: I first learnt of Chan Chi Hung S.C. during my summer internships at Cheng Yeung & Co, Solicitors and Notaries, during my previous two summers. Chan Chi Hung S.C. is a highly sought after barrister with his broad expertise in the Civil Law field in Hong Kong.

'I wanted to gain experience in the advocacy side of the law'

After working for two summers at a well established local city firm, I wanted to gain experience in the advocacy side of the law and decided to seek the opportunity to work for such a distinguished silk. I applied directly for my mini pupilage and was extremely fortunate to be accepted given that a high number of law graduates undertaking their pupilages also seek to work under him.

What type of work did you undertake?

During my two month mini pupilage, I was extremely lucky to witness a broad range of cases spanning several areas of law. They included Probate & Administration, Trusts, Chinese Customary Law,

Judicial Review, Order 62 R.H.C Costs Order, Adverse Possession, Labour & Employment, Order 14 R.H.C. Summary Judgment Order, Bills of Exchange and Contract.

'It was incredibly enriching with several valuable lessons learnt!'

As a result, I had the opportunity to attend several levels of the Hong Kong judiciary including Master-in-Chambers, Judge of 1st instance and the Court of Appeal of the Hong Kong High Court as well as the Hong Kong Court of Final Appeal. Outside of the court room, I had to assist in case preparation tasks, take part in conferences with junior counsel and clients whilst also conducting research in Chambers and at the Hong Kong High Court. It was incredibly enriching with several valuable lessons learnt!

Did your Australian legal training provide you with sufficient skills and knowledge for your current work?

My Australian legal training certainly assisted me in handling the work that had to be undertaken. As Hong Kong is also a Common Law jurisdiction, it meant that many fundamental concepts in law were already very familiar as they are based on decided British decisions.

'My Australian legal training certainly assisted me in handling the work that had to be undertaken'

Under the Hong Kong Basic Law, cases decided in Britain prior to the handover in 1997 are still binding authority in Hong Kong.

Additionally, even after the handover, subsequent cases decided in Britain as well as other Common Law jurisdictions such as Australia, still have a persuasive value. This proved especially pertinent with our adverse possession case involving the use of the *Pye* decision. Certainly, Hong Kong has forged its own path within the Common Law world just like Australia, but it was not onerous to research decided Hong Kong cases to understand any nuances particular to that jurisdiction. What was also highly interesting was the applicability of my debating and mooted experiences by comparing and contrasting that to the court room presentation style and tactics used by Chan Chi Hung S.C.

What is the work culture like at Denis Chang's Chambers?

The work culture at Denis Chang's Chambers is incredibly supportive and collegial. The barristers in the Chambers were always approachable and welcoming. Additionally, I had the great fortune of meeting and working alongside with pupils there who treated me with respect as an equal despite my "mini" status and who always helped each other out. Obviously though, Chambers are different to law firms and so it was not uncommon for barristers to set their own work schedule and network.

‘a high level of dedication, hard work and good attention to detail ... is important ’

Working specifically for Chan Chi Hung S.C. though was incredibly rewarding with the experience gained due to the sheer number of cases. Needless to say a high level of dedication, hard work and good attention to detail for cases is important in order to be of useful assistance. It was certainly not uncommon to work long hours, especially leading up to hearings. But it only just made the satisfaction even greater.

Do you have any tips for law students who are considering a career similar to yours?

Certainly do not be afraid to seek out a mini pupillage. It provides an excellent contrast to working in a law firm which is much more client-orientated whereas Chambers focus on the advocacy aspect of the law and a duty to the Court in facilitating justice.

‘It truly was a uniquely different experience and provides a good insight into what an actual pupillage entails as well as how barristers operate

It truly was a uniquely different experience and provides a good insight into what an actual pupillage entails as well as how barristers operate as opposed to solicitors. It is important to note however, that upon graduation from university be aware of the pupillage requirements for becoming a barrister for the relevant jurisdiction as they do vary.

Commonwealth Human Rights Initiative, Ghana

Ali Clare

As we drove down the dusty red road towards Gushagu, a small town in the midst of the Sahara in the northern reaches of Ghana, I tried to acquaint myself with the facts of the mission that lay ahead. 10 people shot by the rival political party, 350 homes destroyed and 15 shops burnt to the ground. No police investigations. No arrests. No prosecutions.

‘The people that I interviewed and the way they dealt with the tragic realities of life in Ghana manifestly altered my perspective on the world’

As we pulled up to the outskirts of town – no facts could have prepared my eyes for what I saw. Amidst the burnt down remains of buildings, buses and cars a huge political rally was taking place. Chants of “We are moving forward!” lay in direct contrast to the surrounding community. What had once been a thriving township was now completely destroyed – all in the name of political democracy. There I stood in the middle of the desert, as a legal intern working for the Commonwealth Human Rights Initiative, feeling completely out of my depth and wondering how I had ended up investigating gross human rights violations at the ripe old age of 21. I had been exposed to many seriously confronting situations over the last couple of months, but I knew that the shadow of this particular day would reverberate with me forever. The people that I interviewed and the way they dealt with the tragic realities and struggles of life in Ghana manifestly altered my perspective on the world. The violence had been truly random. Afa, a woman without political affiliations, was dragged mid-labour by her hair from her mud brick house. Yet, there she was sitting

in front of me smiling.... Despite having lost everything, these people were still hopeful that a better future was just around the corner. It struck me at that moment just how important the fight towards improving human rights is.

Working for the Commonwealth Human Rights initiative in Ghana was plainly the experience of a lifetime. The CHRI is one of Ghana’s leading independent, international non-government organizations mandated to ensure the practical realization of human rights. This is achieved through fact finding missions, reports and workshops which draw attention to the progress and setbacks in human rights as well as advocating approaches and measures to prevent human rights abuses with the Commonwealth Secretariat, the Ghanaian government and civil society organizations.

Working for any human rights organisation in Africa however, can be simultaneously frustrating and heartbreaking. Regardless of the fact that human rights are fully guaranteed in law, the actual implementation and protection of these rights are often impeded by a complex system of practices based on historical, cultural, religious and sometimes political reasons.

All too often I found myself sitting in a room with politicians and government officials, listening to their vast self-appraisals. It truly makes your blood curdle at their denial of reality.

Sitting in a room where politicians deny the right to proper health care and domestic violence facilities makes you think about the pregnant woman you interviewed who had been brutally raped and lost her baby.

Watching the police leave behind a victim of child trafficking with their kidnapper requires a huge amount of self control, to put it mildly.

Seeing these daily horrors can be enough to make you feel ashamed, guilty, frustrated, angry and want to turn your back on your idealistic dreams of making the world a better place. However, it can be the best damn signal you can receive that you're doing the right thing. I have never come away from an experience feeling so strong and motivated to do something, no matter how small that difference is.

‘I have never come away from an experience feeling so strong and motivated to do something’

It is vital to continue to question the world – to continue to question yourself, and more importantly to question the country and human rights framework as a whole in order to be engaged in open consideration of perspectives other than our own. This process is a microcosm of what the Commonwealth Human Rights Initiative stands for. This process is vital for our world, our nations, our communities, our people in order to overcome the vast problems that we face both on a micro and macro level; this process is vital to the protection and promotion of human rights. This process is vital so our world may learn from past and current mistakes; it is vital for preventing future ones. I repeat: it is vital that we start learning. And learn I did.

There is a long road ahead in achieving many basic human rights in Ghana, and in Africa as a whole. It has been fifty-one years since the United Nations adopted the 1948 Universal Declaration of Human Rights and almost nineteen years since the Organization of African Unity (OAU) adopted its own African Charter on Human and Peoples' Rights, yet the lives of millions of people continue to

be devastated by the denial of fundamental rights everyday. It is my hope that many of these countries start engaging in constructive and meaningful dialogue. It is my hope that countries like Ghana, start enforcing the human rights mechanisms within their legislation. It is my hope that they start allocating greater resources to the ministries which can actually make a difference to those that need it most such as the Domestic Violence and Support Unit in Accra. It is my greatest hope that, if the government does not do these things, it comes under intense global scrutiny and criticism.

Working in Ghana was astounding. There is no doubt. As a 21 year old, to deliver a speech against child prostitution and trafficking to members of government was what every young human rights advocate dreams of. To spend my days debating vital policy issues with leading health care professionals, government officials and civil society organisations was both inspiring and eye-opening.

‘I have come away truly understanding that although you cannot achieve everything it does not mean that you cannot achieve something’

I have come away truly understanding that although you cannot achieve everything it does not mean that you cannot achieve something. And it is that very something which makes such a challenging experience worth every minute. Working with amazing people was nothing but an honour and I fully encourage anyone who is interested in international law to engage in the numerous opportunities that are available. If nothing else, the experience will open your eyes and challenge everything you think you know.

Reform and Reformers: a Testimonial

Rohan Kapur

From 8th December 2008 to 16th January 2009 I had the privilege of being attached to the Legal Policy Division of the Department of Justice (“DOJ”), as a winter intern at the Hong Kong Law Reform Commission (“LRC”). I can say without any embellishment that my experiences over those six weeks were both diverse and enriching. This internship gave me an invaluable opportunity to hone skills I had been developing throughout my law degree and to apply them to substantive policy issues. It is my sincere hope that reading about some of my experiences will encourage you to pursue a similar opportunity in the near future!

As you might expect, the process that ultimately led to this internship began many months prior. In August of 2008 I studied Law Reform, under Simon Rice at the Australian National University. That subject, and its distinguished guest speakers, truly opened my eyes to the value in social justice work. Accordingly, I began to seek out opportunities in that area.

You might ask – why Hong Kong? Well before you let your enthusiasm get the best of you, it is important to realise that *many* international internships are either unpaid or have a nominal remuneration. This is simply a fact of life that you have to prepare yourself for. As such, one of the primary reasons I chose Hong Kong was because I had friends and family based there which made it financially feasible. I chose to apply to the LRC in recognition of its strong record in the field and the quality of its publications.

My impressions of the LRC were overwhelmingly positive even prior to my first day on the job. DOJ Human Resources (“HR”) contacted me with confirmation of my acceptance just two weeks after I had sent in my final application - practically light-speed! HR was also singularly helpful in arranging

my visa and answering any questions I might have. They really went above and beyond the call of duty to ensure that I was able to participate in this internship, and for that I am immensely grateful.

On my first day of work I proceeded to the LRC offices, located on the 20th Floor of Harcourt House in the Wan Chai district of Hong Kong Island. I met with the Secretary of the Commission, Mr. Stuart Stoker, who told me a bit about the LRC and about law reform in general. He commented that a lawyer specialising in law reform is, quite simply put, “a jack of all trades, a master of none”. Over the next six weeks, I began to truly appreciate what he meant. The LRC accepts references from the Secretary of Justice, that is, areas of law judged to be in need of reform. What was surprising was that the Commission works on up to 10 of these references at any given time! To sift through and analyse that sheer quantity of law is an mammoth undertaking, and yet remarkably my colleagues at the LRC manage this year in year out.

‘a lawyer specialising in law reform is, quite simply put, “a jack of all trades, a master of none”’

I also discovered that not all Law Reform Commissions are created equal. As you might imagine there are a multitude of different ways to implement a law reform agenda, and as such, regional law reform bodies are of all manner of differing shapes and sizes. I found the organisational structure of the HKLRC particularly interesting.

The HKLRC is divided into two branches, the “Commission” which consists of the Chief Justice, the Secretary of Justice (equivalent

of our Attorney General), eminent jurists, governmental officials, and invited academics for three year terms on a pro bono basis. This is the decision-making arm of the Commission. The second branch is the “Secretariat”, which is the research and reporting arm of the commission and is staffed by six full-time lawyers and numerous support personnel. This is where I worked.

The first thing I noticed about the LRC was that the work environment was exceptionally comfortable, and that my colleagues and supervisors were extraordinarily amiable and approachable. Staff at every level really went out of their way to make me feel genuinely appreciated and a part of the team. My supervisors provided me with every opportunity to attend business luncheons, social gatherings, and conferences. I was also permitted to participate in Sub-Committee and Commission meetings. To be honest, I thought I would be relegated to some distant corner of the room with a stool and a notepad, but I actually sat next to the Secretary of Justice, right across the table from the Chief Justice himself! As you can imagine, it was quite an experience.

Over the course of six weeks, I worked on three different references before the Commission: 1) The regulation of Charities, 2) Sexual offenses, and 3) Causing or allowing the death of a child. I conducted research, wrote briefs, answered legal problems, and wrote an 8,000 word research paper on the Regulation of Charities in England and Wales. Without a doubt, the legal research, reasoning, and writing skills I had developed throughout law school were invaluable to this end. One area that I did feel slightly deficient in was the style of office-writing for professional correspondence – law school does not prepare us for this, but after a jarring introduction it is something you pick up quickly on the job.

The work I did was incredibly satisfying, and this was due in no small part to the fact that I was given a lot of responsibility and reacted very positively to it. I operated under conditions of minimal supervision, but was given the freedom to ask my supervisors and colleagues for assistance should I require it. Furthermore, much of the work I produced was integral to the informed decision-making of the Commission and its Sub-Committees; and this fact in itself was an enormous self-motivator. I can honestly say that at no point did I ever feel my skills weren’t being utilised to their fullest.

I was also granted very flexible work hours. I discovered quickly that my productivity dips after prolonged periods of sitting at a desk, and so I used this flexibility to shorten my work days and instead put in hours over the weekend. This flexibility provided a considerable boost to my efficiency.

‘when considering your own choice of internships, be sure to align your interests and abilities with the goals of the organisation’

A final recommendation I would make is, when considering your own choice of internships, be sure to align your interests and abilities with the goals of the organisation; a strong positive correlation will lead you to being a far more effectual member of the team. Consider firstly not what you personally gain from the internship, but rather how much you can *contribute* to the organisation and you will have a deeply enriching experience.

A Human Rights Internship in India

Claudia Newman-Martin

Gajinda picked us up at the airport — he wasn't allowed inside so he stood amongst the many hundreds of brightly dressed Indians who were pushing and shoving to get to the front of the airport doors, to be the first to see their loved ones get off planes. I apologised profusely for the flight delay, but Gajinda just responded with that typical Indian head bobble. In the car on the way to our accommodation I asked Gajinda a few questions about his work at SAHRDC. He just smiled back at me. That's when I realised that Gajinda spoke no English.

Mitch and I were dropped off at an unmarked apartment on a dirt road in the middle of an unmarked enclave. Gajinda handed us a key, some soap, and some toilet paper. Having done his bit, he smiled and left. We had no transport, no cash, no internet, no food, and no idea where we were. And we hadn't eaten in over a day. That's when that familiar feeling of frustrated determination returned. I knew I was back in Incredible India.

– Diary entry 18 January 2009

The first time I left Delhi, in 2007, I swore I would never return. There were some very beautiful parts of India but, in my mind, Delhi was not one of them. I breathed a sigh of relief when I left the city and felt comfort in the knowledge that I would never again have to deal with the crazy Delhi traffic, corrupt rickshaw drivers, terrible pollution and unpleasant food poisoning. My resolve was weakened, though, when I was offered the chance to undertake an internship at South Asian Human Rights Documentation Centre ('SAHRDC') in January and February 2009.

SAHRDC is a not-for-profit legal office that prepares reports on human rights abuses in India and the South Asian region. SAHRDC is a UN-feeder agency, meaning that reports prepared by SAHRDC are distributed to a number of UN Committees and NGOs to be used for information and evidence. Headed by a lawyer who we affectionately referred to as the Julian Burnside of India, SAHRDC survives on the hard work of a few paid staff and a large number of unpaid interns.

While I was working at SAHRDC I prepared a report relating to the plight of Sri Lankan refugees who seek refuge in India. I analysed whether the Indian government (not a signatory to the Refugee Convention) was upholding its obligations under international and domestic law. I also had the chance to meet with NGO caseworkers, and I assisted in the preparation of letters to the UNHCR advocating for the resettlement of refugees who were finding life in India impossible. The other interns in the office worked on a variety of reports, including reports concerning legislation which expanded police powers, a report arguing against proposed National Identity Cards, and a report in relation to the quality of the Indian judiciary.

I learnt a lot through the research I did at SAHRDC, but this paled in comparison to the amount I learnt through the daily events of my life in India. The amount of bureaucracy that we waded through in order to find an apartment, sign a lease, have the constantly broken shower repaired, get a sim card and buy a stove was phenomenal. Watching our boss argue for hours over the price of laundry, the amount being charged for the internet to be fixed, and fixed again the next day, and again the next, forced me to appreciate the simple things that can be changed in order to facilitate social development. The conversations I had with my neighbours, the adorable kids who played at the base of our apartment block after school each day, the eunuchs who demanded money on the train, and the many men who had personally met Ricky Ponting were invaluable. Learning about the interaction between the law and the people it governs in a developing nation of one billion people taught me the value of being able to think about law not only in terms of theory but also in terms of practice.

Perhaps most importantly though, my time with SAHRDC taught me the value of giving things a second chance. I left Delhi the first time with a bitter taste in my mouth. I left the second time with an insatiable appetite for more.

Country Profiles

Canada

Admission

Australian graduates must apply to the National Committee on Accreditation, which is a committee of the Federation of Law Societies of Canada. The Committee will then evaluate the credentials and experience of the applicant. It may issue a Certificate of Qualification or recommend further study.

In considering the application, the Committee will have regard to the academic and professional background of the applicant, including: the country in which the applicant studied law, the courses studied by the applicant, the nature of the degree-granting institution, any professional qualifications and the length and nature of the applicant's professional experience.

The Committee may recommend that the applicant: sit exams in specific areas of Canadian law; study specific courses at a Canadian university; or, complete an LLB at a Canadian university.

The law societies of the provinces regulate admission to practice in Canada. To be admitted to practice a candidate must:

- possess a law degree from a recognized law school, and
- serve a period of apprenticeship known as articling under the supervision of a qualified member of the law society.

To be admitted to the Quebec bar a candidate usually has to possess a law degree from a law school teaching civil-law.

The law society of each province also administers a bar admission course that must be completed successfully before a candidate may be admitted to the bar. The bar admission courses cover a wide range of topics and focus on the knowledge, skills, and attitude expected of an entry-level lawyer

in competent and professional practice. Assessment is based on these requirements.

Some Law Societies will allow foreign qualified lawyers to become Foreign Legal Consultants. It is possible for overseas lawyers to become registered as foreign legal consultants in Canada.

Immigration

Australians wishing to immigrate to Canada for the purposes of practicing law for a temporary period require a Work Permit that specifies the employer and the length of the permit. Ordinarily, your employer is required to obtain a positive labour market opinion on your job offer from Human Resources and Social Development (HRSDC).

Spouses and children can also immigrate, providing that they satisfy the general temporary residency requirements. Family applications can be made to avoid completing separate applications.

Permanent migration to Canada to work as a lawyer would involve selection as permanent residents based on their education, work experience, knowledge of English and/or French, and other criteria that have been shown to help them become economically established in Canada.

Further Information

For further information on admission requirements see: <http://www.flsc.ca/en>.

For further information on immigration see: <http://www.cic.gc.ca>.

For further information on law societies of provinces and registration as foreign legal consultant see: <http://www.flsc.ca/en/foreignLawyers/flc.asp>

China

Admission

Foreign lawyers are tightly regulated in People's Republic of China (PRC). They are not able to advise or act in relation to Chinese legal issues. Instead, most foreign lawyers are limited to the practice of the law of their home jurisdiction. Foreign lawyers working for international law firms are not generally admitted. However, some commentators have noted that some foreign lawyers currently undertake advice, contract and due diligence work within China. There is debate over the proper role for foreign lawyers within China and some commentators suggest that restrictions will be relaxed further in the years to come.

Chinese citizens seeking to be admitted in China should refer to the Ministry of Justice's website. This website sets out the educational and professional requirements associated with admission. It also sets out the requirements in relation to the National Judicial Examination.

Since 1992 foreign law firms have been allowed to operate representative offices in the PRC. The Ministry of Justice recently indicated that 114 firms do so.

The State Council establishes regulations for the services that foreign law firms can provide. They are:

1. consulting services regarding the laws and relevant international treaties and usual practices in the country in which the lawyers of the overseas law firm have obtained licenses (eg Australia, the USA, UK etc)
2. handling the legal affairs entrusted to them by their Chinese clients or Chinese law firms relating to the country in which the lawyers of the foreign law firms have obtained licenses (eg Australia, the UK etc)

3. representing their foreign clients in entrusting Chinese law firms to handle legal affairs in China;
4. maintaining long-term business relationships with Chinese law firms to handle Chinese legal affairs; and
5. providing general information about China's legal environment, but not interpreting Chinese laws.

Immigration

Australians seeking to work in China require an Employment Visa (Z Visa). In order to obtain an Employment Visa, Australian citizens must arrange for their employer in China to obtain an Employment Permit and Visa Notification Letter. These documents must be submitted, together with an application form, passport and photographs.

The Employment Visa is valid for three months. Holders of the visa must apply for a residence from the local Public Security Office within 30 days of arriving in China. Accompanying family members may also be allowed to enter on an Employment Visa. General restrictions including health and character requirements must also be satisfied.

Further Information

For further information on admission requirements see:

http://www.legalinfo.gov.cn/english/node_7590.htm.

For further information on immigration see:

<http://au.china-embassy.org/eng/>.

Hong Kong

Admission – Graduates

Australian graduates wishing to practice in Hong Kong as a solicitor or barrister are required to complete a Postgraduate Certificate in Laws (PCLL) and undertake either trainee work (as a Solicitor) or a pupillage (for Barristers).

In order to qualify for admission to the PCLL, an applicant must hold a degree from a common law institution. The must also demonstrate that they are competent in the subject areas of: Constitutional law, Contract, Criminal law, Land law, Tort, Equity, Civil Procedure, Criminal Procedure, Evidence, Business Associations, Commercial Law, Hong Kong Constitutional Law, Hong Kong Legal System and Hong Kong Land Law (or subjects that are recognized as equivalent to the above).

Ordinarily, graduates undertake top-up courses in the three Hong Kong specific subjects (Constitutional Law, Hong Kong Land Law and Hong Kong Legal System). Top-up courses include: study as a 'visiting internal student' in one of the Hong Kong institutions which awards LLBs; a Graduate Diploma in English and Hong Kong Law; or, passing the subjects as part of the Hong Kong Conversion Examination for the PCLL.

Admission – Overseas Lawyers

Australian lawyers who are already admitted in Australia and wish to practice in Hong Kong can apply for direct admission as 'Overseas Lawyers'. Those wishing to qualify as an 'Overseas Lawyer' must have 2 years post-admission experience in their jurisdiction of qualification, have good standing within that jurisdiction and they must pass the Overseas Lawyers Qualification Examination (OLQE). The OLQE involves five examinations in the areas of Conveyancing, Civil and Criminal Procedure, Commercial and Company Law, Accounts and Professional Conduct.

Applicants must also satisfy basic residency requirements.

Immigration

Australians wishing to work in Hong Kong must obtain a work visa prior to arrival. Special visas exist for professionals seeking to work in Hong Kong. These visas are granted under the General Employment Policy (GEP).

A different scheme applies to Chinese nationals, though Chinese nationals may be able apply where they have overseas permanent residency or have been residing overseas for at least one year prior to application.

Applicants are generally required to provide evidence of: a degree in the relevant field; a genuine job vacancy; a confirmed offer of employment for a job that is relevant to academic qualifications and that cannot be readily taken up by the local work force; and, details of remuneration.

Further Information

For further information on admission requirements see:

<http://www.hklawsoc.org.hk>.

For further information on the PCLL (for example):

<http://www.hku.hk/pcll/>.

For further information on immigration see:

<http://www.immd.gov.hk>.

Japan

Admission

Australians wishing to practice law in Japan may be admitted as foreign special members of the Japanese Federation of Bar Associations. They are designated 'gaikokuho-jimu-bengoshi'. Once admitted, foreign lawyers are only able to advise on the law of their home jurisdiction. They are not able to represent Japanese clients in internal matters without the assistance of a qualified Japanese lawyer. As a consequence of these limitations and the difficulties and expense associated with qualification, many foreign lawyers work in Japan without being admitted. However, admission does carry certain benefits including the right to open and operate a legal practice.

Australian lawyers seeking admission must apply to the Minister of Justice. They must be qualified in their home country and have three years post-admission experience. They must also satisfy the Minister that they have the will and financial means to act as a lawyer and that they have residence. There are also character and bankruptcy requirements. In addition to these requirements, the applicant must be from a foreign country that has similar reciprocal admission arrangements for Japanese lawyers. Since 2005 foreign lawyers have been able to form partnerships with Japanese lawyers and employ Japanese lawyers.

Both gaikokuho jimu bengoshi (registered foreign lawyers) and Japanese qualified lawyers (bengoshi) are regulated by the Japan Federation of Bar Associations, and local bar associations such as the Tokyo Bar Association.

Immigration

Persons wishing to work in Japan as a lawyer may apply for a Legal / Accounting Working Visa which is valid for either 1 or 3 years.

To work in Japan a foreign citizen needs a Certificate of Eligibility which, in the Legal / Accounting Visa class, must be approved by the Minister of Justice.

An Australian lawyer seeking to work in Japan would normally have a sponsor who would obtain their certificate on their behalf. Obtaining the certificate through a sponsor generally assists in avoiding a delay in approval of entry. The bureaucratic procedures surrounding Japanese immigration clearance are managed by the Japanese consulates in major Australian cities, including Sydney, Melbourne and Brisbane. Alternatively, information is available from the Japanese Embassy in Canberra.

As long as they remain in Japan, foreign residents must comply with certain procedures known as 'Residence Procedures'. Re-entry must be obtained from the Japanese Immigration Department for every re-entry under a working visa.

Further Information

For further information on admission requirements see:

<http://www.nichibenren.or.jp/en/>.

For further information on immigration see:

<http://www.au.emb-japan.go.jp/>. See also <http://www.immi-moj.go.jp/english/index.html>.

For further information on the relevant Act (formerly known as the Foreign Lawyers Act) see:

<http://www.cs-trans.biz/J-Foreign-Lawyers.htm>.

New Zealand

Admission

Australian lawyers who are admitted in any Australia jurisdiction can apply to practice law in New Zealand under the Trans-Tasman Mutual Recognition Act 1997 (TTMRA). The TTMRA sets out a two-stage admission process for Australian lawyers. Applicants are required to file notice under s 19 of the TTMRA, an affidavit in support of the notice, and an originating application for admission with the High Court of New Zealand. Applicants must then apply to the New Zealand Law Society for a practising certificate, which must be for an 'equivalent occupation' (e.g. barrister or solicitor).

Australian graduates who are not yet admitted can apply to the New Zealand Council of Legal Education. The Council will assess the qualifications of the applicant and determine whether they are equivalent to the requirements for practice within New Zealand. They may also require that the applicant undergo Professional Legal Training.

Australian lawyers wishing to practice Australian law only within New Zealand do not need to be admitted provided that they are admitted within Australia. The New Zealand Law Society does not regulate such professionals and they are not allowed to participate in a legal partnership within New Zealand.

Australian lawyers who are qualified under the TTMRA and hold a practising certificate can apply for admission to practice. This is a two-step process:

- Firstly, a candidate applies for admission as a barrister and solicitor in the High Court. (In New Zealand a person cannot be admitted only as a barrister or solicitor but can hold a practising certificate either as a barrister or as a barrister and solicitor).

- Secondly, a candidate applies for a practising certificate issued by the New Zealand Law Society (NZLS). Under the TTMRA the High Court Registrars and the NZLS are registration authorities.

Immigration

Australians and Australian permanent residents seeking to work in New Zealand are not ordinarily required to obtain a visa if they satisfy character requirements. Other nationals can apply to enter New Zealand as Skilled Migrants provided that they are aged between 20 and 55, meet general immigration requirements and skills requirements.

Further Information

For further information on admission requirements see:

<http://www.lawsociety.org.nz/>.

This site also contains information on rules applicable to lawyers from other jurisdictions — see:

<http://www.lawsociety.org.nz/home/for-lawyers/regulatory/lawyers-from-other-jurisdictions>.

For information about the Trans-Tasman Mutual Recognition Admission Regulations 2008 see the New Zealand Council of Legal Education website:

<http://www.nzcle.org.nz/>.

For further information on immigration see:

<http://www.immigration.govt.nz/>.

Singapore

Admission

Australian lawyers seeking to practice in Singapore may wish to seek admission. Many foreign law firms active in Singapore do not require their lawyers to be admitted. Foreign law firms are not able to advise on Singaporean law unless they are in a joint venture with a Singaporean legal practice. Foreign lawyers employed by Singaporean firms are entitled to practice foreign law. Australian lawyers admitted in any Australian jurisdiction can apply to the Attorney-General's Chambers to be registered as a foreign lawyers.

The Attorney-General's chambers registers and regulates foreign lawyers. An Australian lawyer who seeks to practice in Singapore must register individually with the Attorney General's Chambers in Singapore and pay a registration fee (forms are available online). Foreign lawyers cannot be sole practitioners. They must register and work as employees, partners or directors in one of the following forms of practice:

- A foreign law firm
- A Joint Law Venture
- A Formal Law Alliance
- A foreign lawyer in a Singapore law firm

If a foreign lawyer is registered in a joint law venture, or as an approved foreign lawyer in Singapore law firm they are automatically admitted to the Law Society of Singapore and must pay an admission fee.

Those seeking admission must satisfy the requirements contained in the Legal Profession Act. It should be noted that it has been announced that changes will be made to the admission requirements in 2009.

The Act requires that the applicant hold a recognized degree. Presently, the Australian degrees that are recognized include LLB and LLB (Honours) degrees from the Australian National University, the

University of Queensland, the University of Western Australia and Flinders University, Monash University, the University of Melbourne and the University of Sydney. LLB degrees from the University of New South Wales are also recognized. Students from other universities should consult the Law Society of Singapore and Ministry of Law websites.

Applicants must also be citizens or permanent residents of Singapore, they must be at least 21 years old, they must be of good character and they must have satisfied pupillage and exam requirements. Ordinarily applicants will be required to complete a Postgraduate Practical Legal Course, which runs for five months (full-time) and involves six exams.

It is possible to apply for ad hoc admission. For example, to argue one case it may be possible to gain recognition.

Immigration

Australians seeking to work in Singapore must obtain an Employment Pass. In order to be eligible for the pass, applicants must have a local sponsor. They must also satisfy salary requirements (which vary depending on the nature of the job) and they must pose a prescribed skill or qualification.

Further Information

For further information on admission requirements see:

<http://www.lawsociety.org.sg/>

For further information on immigration see:

<http://mom.gov.sg/>

United Arab Emirates

Admission

The United Arab Emirates (UAE) is a federation in the Middle East consisting of seven emirates — Abu Dhabi, Ajman, Dubai, Fujairah, Ras al-Khaimah, Sharjah, and Umm al-Quwain. It was formed in 1971. Dubai is the location of most international law firms operating in the UAE. The UAE has a civil law system. A dual system of Sharia courts and civil courts operates.

Firms in Dubai tend to practice in projects and construction, energy, banking and finance, dispute resolution, commercial property, corporate and commercial and Islamic finance. US and UK law firms have been operating in Dubai for some years with US firms mainly providing services to the oil and gas sector and UK firms involved in mergers and acquisitions and project finance work. However, the range of work is expanding. Shipping and maritime law is also a focus, centred on the ports in Jebel Ali and the Dubai Maritime City. Most of the work carried out by foreign lawyers relates to corporate and commercial activities such as company acquisitions and disposals, energy, real estate, joint venture agreements and commercial contracts; and knowledge and experience in these areas will be readily transferable.

Law firms, like all proposed businesses in Dubai, have to apply for a trade licence applicable to their specific activities. Law firms that want to obtain a professional licence first seek the approval of the Ruler's Court and then lodge an application with the Department of Economic Development, which has the discretion to decline applications. Whether a law firm gains a professional licence to practise depends on a variety of factors including the length of time the firm has been in operation in another jurisdiction, the number of partners and the proposed areas of practice.

Some firms don't obtain a licence and associate with an established Dubai law firm.

Lawyers in Dubai also function at the discretion of the Ruler's court. Foreign lawyers can practice local law, but only a Dubai national can appear in court in Dubai.

There is no authority regulating the operation of foreign lawyers in Dubai. Law firms are regulated by authorities within their own jurisdiction, as are individual lawyers who hold practising certificates in other jurisdictions.

If an Australian qualified lawyer was a national of an Arab Gulf Cooperation Council country they may be able to practice and to appear in the Dubai and UAE courts. Some expatriate lawyers from the Gulf States have been licensed to practice in the Federal courts.

Australian qualified lawyers could practise as legal consultants in Dubai without passing any exams in local or Sharia law. Their Australian degree would be recognised.

Immigration

Those wishing to migrate to the UAE with a view to practising as a lawyer must gain approval from the Ministry of Labour. The Ministry of Labour must be satisfied that there is a commercial justification for issuing an employment visa. In practice, most law firms arrange for approval to be obtained.

Further Information

For further information on practice see:

<http://international.lawsociety.org.uk/ip/africa/568>.

For further information on immigration see:

<http://www.government.ae/gov/en/biz/index.jsp>.

United Kingdom

Admission

Australians seeking to be admitted in the United Kingdom are generally required to sit the Qualified Lawyers Transfer Test (QLTT) and satisfy other eligibility criteria as prescribed by the Qualified Lawyers Transfer Regulations 1990.

Prior to sitting the QLTT, applicants must obtain a certificate of eligibility from the Solicitors Regulation Authority. In order to obtain the certificate, applicants must prove that they are suitable for admission as a solicitor in England and Wales by disclosing all convictions and other relevant matters.

The QLTT covers four subject areas:

1. Property
2. Litigation
3. Professional conduct and accounts
4. Principles of common law.

Applicants may also be required to satisfy a two-year legal experience requirement, which includes an element of practice within England and Wales. However, applicants are also able to apply for an exemption to the above criteria on the basis of their prior legal experience.

Foreign lawyers may also work in the United Kingdom without qualifying for admission. However they cannot appear before the courts.

Immigration

Australians seeking to work in the United Kingdom must obtain a working visa. Australians are able to obtain a Business and Commercial work permit through their employer in the UK when there is a genuine need for an employee and the job cannot be

filled by a suitably qualified and experienced resident worker. In order to be eligible for the permit, the applicant must have a higher national diploma (HND) or degree-level qualification that is relevant to the occupation. Alternatively, an applicant may be eligible where the occupation is listed on the shortage occupations list.

Australians may also be eligible to work in the United Kingdom under the Highly Skilled Migrant Program. In order to be eligible under this program, applicants must obtain a certain number of points across a range of criteria including qualifications, earnings, experience and age.

The Highly Skilled Migrant visa lasts for 24 months, with an option to renew for a further 3 years. Under this category of visa applicants are not required to have a standing job offer.

Applicants seeking to obtain a visa under the Highly Skilled Migrant Program can apply from within the United Kingdom, when they hold a visa that allows for transfer to a Highly Skilled Migrant Visa. They can also apply for 'entry clearance' prior to migration.

Further Information

For further information on admission requirements see:

<http://www.lawsociety.org.uk/>.

For further information on immigration see:

<http://www.ind.homeoffice.gov.uk/>.

The International Division of the Law Society of England and Wales runs a useful website detailing admission requirements for various other jurisdictions, see:

<http://international.lawsociety.org.uk>.

United States

Admission

Admission requirements in the United States are different in each State. In every State applicants are required to sit a bar exam and satisfy the relevant admission authority that they are of good character. The bar exams and character tests applied to individual applicants vary between jurisdictions. For a summary of the admission requirements for each State see the National Conference of Bar Examiners and American Bar Association Section of Legal Education and Admissions to the Bar, Comprehensive Guide to Bar Admissions (2009), which can be found at: http://www.ncbex.org/fileadmin/mediafiles/downloads/Comp_Guide/CompGuide.pdf.

Many foreign attorneys seek admission in California and/or New York, which are considered by many to have the most difficult bar exams. Applicants in these jurisdictions can expect to sit a number of difficult exams over several days, including a Multistate Professional Responsibility Exam. Failure rates amongst foreign attorneys are high. Exams in California and New York are administered every February and July. Many applicants undertake Bar Review courses in preparation for the exams.

In some States, the bar may require that an applicant take additional courses in US law at an ABA approved law school. Alternatively, or in addition, they may take into account time spent in practice in the applicant's home jurisdiction. Applicants should contact the relevant State bar association.

An alternative option for foreign lawyers is to practice with a Foreign Legal Consultant License (available in 28 States). This allows foreign lawyers to engage in restricted legal practice within a State, based on their home jurisdiction qualifications and experience.

The participating States are Alaska, Arizona, California, Connecticut, the District of

Columbia, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Louisiana, Massachusetts, Michigan, Minnesota, Missouri, New Jersey, New Mexico, New York, North Carolina, Ohio, Oregon, Pennsylvania, South Carolina, Texas, Utah and Washington. The relevant state regulatory body will provide the applicable rules and a comparative table can be viewed at the American Bar Association website or in the Americas section of the International division of the Law Society of England and Wales website.

Immigration

Australians seeking to work in the United States must obtain a work visa. Australians may apply for the special E-3 Visa which permits Australians to work temporarily in specific occupations. The visa applies to Australian citizens only. It allows individuals to bring their spouse and children. In order to qualify for the visa, the applicant must have a job offer from an organization in the US prior to departing for the US. The visa can be obtained from US consulates in Sydney, Melbourne and Perth but cannot be obtained from inside the United States.

The E-3 visa covers occupations that require a bachelor's degree or higher degree as a minimum. Applicants must satisfy the definition of 'specialty occupation' contained in the Immigration and Nationality Act. The term of the visa is 24 months, renewable indefinitely. Those who are not eligible for an E-3 visa may apply for a B-1 or B-2 visa.

Further Information

For further information on admission requirements see: <http://www.calbar.org>; <http://www.nybarexam.org/>.

For further information on immigration see: <http://canberra.usembassy.gov/>.

Directory

Australian Organisations

International Opportunities

MALLESONS STEPHEN JAQUES

Internet: www.mallesons.com

Practice areas

Mallesons' practice areas in Australia include: Anti-money laundering; Applied legal technology; Asset finance; Capital markets; Climate change and clean energy; Commercial property; Competition/antitrust; Copyright; Corporate and commercial; Derivatives; Dispute resolution; Employment law and industrial relations; Environment and planning; Foreign investment; Funds; Government business; Hybrid securities; Intellectual property; Information technology disputes; International arbitration; International trade; Mergers and acquisitions; Occupational health & safety; Patents; Privacy; Private equity; Privatisation; Product liability; Project finance; Public private partnerships; Restructuring and insolvency; Securitisation; Structured real property finance; Sustainable enterprises; Taxation; and, Trade marks.

Mallesons' Asian practice areas include: Banking and finance; Capital markets; Climate change and clean energy; Construction; Corporate and commercial; Dispute resolution; Energy and resources; Environment and planning; Securitisation; Intellectual property; Mergers and acquisitions; and, Telecommunications

Offices

Mallesons' has over 1000 legal staff in offices across Australia, Asia and the United Kingdom. Its offices are located in Sydney, Melbourne, Brisbane, Perth, Canberra, Hong Kong, Beijing, Shanghai, London and Port Moresby.

How to apply

Mallesons offers seasonal and summer clerkships for students in their penultimate year of university in all of their Australian offices. It is a great opportunity to experience what it is like to be a solicitor with Mallesons. Mallesons also offers

graduate positions to students who have or are completing their final year of university. Each year, their Hong Kong office recruits law students from the UK, Hong Kong, Australia and other common law jurisdictions for their summer and winter clerkship programs.

Mallesons also has an arrangement with top-tier Japanese law firm, Anderson Mori & Tomotsune (AMT) to offer a one year position in Tokyo as a Foreign Legal Trainee (FLT) at AMT for up to three people each year who have existing graduate offers from any Mallesons Centre. The placement occurs before graduates commence employment with Mallesons and during their time in Tokyo, Mallesons graduates are employed directly by AMT. Mallesons also has various international secondment opportunities.

Pro bono

Mallesons has a comprehensive community program which encompasses pro bono activities, charitable donations volunteering. In 2004, their community program won the "Special Award - Impact on the Community" at the Australian Prime Minister's Awards for Excellence in Community Partnerships. Mallesons' Human Rights Law Group operates in each of its Australian offices. Their specific charitable targets are helping alleviate poverty and improve community welfare and helping children and young people at risk. Their community program is underpinned by partnerships with not for profit organisations that have initiatives in these areas. Their Australia-wide community partners are the Australian Red Cross and The Smith Family. State specific community partners are include: the Abused Child Trust, Barnardos Australia, Melbourne Affordable Housing, National Children's & Youth Law Centre, Ted Noffs Foundation, and Urban Seed. A detailed report, 'Mallesons in the Community' is available from the Mallesons website.

CLAYTON UTZ

Internet: www.claytonutz.com

Practice areas

Clayton Utz's practice areas include: Alternative Investments; Asset Finance; Banking & Financial Services; Capital Markets; Class Actions; Climate Change; Competition; Compliance; Construction; Corporate Law & Equity Finance; Corporatisation & Privatisation; Debt Finance; Defamation; Derivative; E-Business; Energy & Resources; Enterprise Growth; Environment & Planning; Financial Services Reform; Funds Management; Government Services; Insurance & Risk; Intellectual Property & IT; International Commercial Arbitration; Investment Funds; Legal Technology Support; Life Sciences; Litigation & Dispute Resolution; Major Projects; Media & Telecommunications; Mergers & Acquisitions; Native Title; Pharma & Medical Devices Regulation; Privacy; Private Equity; Product Liability; Real Estate; Real Estate Markets; Restructuring & Insolvency; Retail Banking; Securitisation; Sports, Entertainment & Marketing; Structured & Property Finance; Structured Products; Superannuation & Pensions; Taxation; Toxic Torts; Transport & Logistics; Water; and, Workplace Relations, Employment & Safety.

Offices

Clayton Utz has over 1900 staff in offices across Australia. Its offices are located in Brisbane, Canberra, Darwin, Melbourne, Perth and Sydney.

How to apply

Clayton Utz offers summer clerkships for students in their penultimate year of university. Clayton Utz also offers graduate positions to students who have or are completing their final year of university. Applications for the clerkship program can be submitted on www.cvmail.com.au.

Pro bono

Clayton Utz assists a wide range of community partners and clients each year. They provide regular legal advice, volunteers and financial support to a number of community organisations and charities. They also assist individuals who need one-off help with specific legal problems and regularly make one-off donations to charities. Since 1997 Clayton Utz has provided more than 160,000 hours of free legal assistance to over 2,000 clients. In 2009 they will provide a further 28,000 hours of free legal assistance. A detailed report, 'Community Connect' is available from the Clayton Utz website.

Clayton Utz also participates in a number of volunteer programs including: Adult Multicultural Education Services, the Ardoch Youth Foundation, the Australian Red Cross, the Australian Red Cross Blood Service, the Children's Cancer Institute Australia for Medical Research, the David Wirrpunda Foundation, the Daystar Foundation, the Indij Readers, Save the Children, True Blue Dreaming and Uniting Care Burnside.

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ALLENS ARTHUR ROBINSON

Internet: www.aar.com.au

Practice areas

Allens Arthur Robinson's practice areas include: Anti-money laundering; Asia; Banking & Finance; Biotech & Health; Capital Markets; Climate Change; Communications, Media & Technology; Company Secretariat; Competition Law; Corporate Governance; Construction; Energy; Environment & Planning; Financial Services Regulation; Funds Management; Real Estate & Superannuation; Finrastructure; Insolvency & Restructuring; Insurance & Resinsurance; Intellectual Property; Litigation & Dispute Resolution; Mergers & Acquisition; Native Title; Online Services; Patent & Trade Marks; Privacy; Private Equity; Project Finance; Resources; Securitisation; Tax; Water; and, Workplace Relations.

Offices

Allens Arthur Robinson has more than 1500 personnel in 14 cities in Australia, South East Asia and China. Its offices are located in Bangkok, Beijing, Brisbane, Hanoi, Ho Chi Minh City, Hong Kong, Jakarta, Melbourne, Perth, Phnom Penh, Port Moresby, Shanghai, Singapore and Sydney.

How to apply

Allens Arthur Robinson offers summer clerkships for students in their penultimate year of university. Allens Arthur Robinson also offers graduate positions to students who have or are completing their final year of university.

Pro bono

Allens Arthur Robinson has close relationships with charities, which it has supported through personal engagement, direct financial support and the provision of pro bono legal assistance. Their pro bono work is not limited to the charities with which they have continuing relationships. Through their extensive pro bono practice they assist organisations and people in need, but also advance the public interest and assist in the resolution of important legal issues. Allens Arthur Robinson also has a 'Footprint Committee' which aims to minimise their impact on the environment. Specific charitable organisations which Allens Arthur Robinson supports include: the Sydney Children's Hospital, Rocky Bay Inc, Jalaris Aboriginal Corporation, Princess Margaret Hospital Foundation, Blackwood Centre for Adolescent Development, Prostate Cancer Foundation of Australia, Down Syndrome Association of Queensland, Youngcare Apartments, Hands of Help, Wilcannia Project, and Cana Communities Inc.

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BAKER & MCKENZIE

Internet: www.bakernet.com

Practice areas

Baker & McKenzie's international practice areas include: Acquisition Finance; Aircraft/Asset Finance; Anti-Piracy/Anti-Counterfeiting; Antitrust & Competition; Automotive; Banking & Finance; Bankruptcy/Financial Restructuring; Climate Change; Commercial Law; Construction; Copyright; Corporate Reorganizations; Debt Capital Markets; Derivatives & Financial Products; Dispute Resolution; Economic Services; Employee Compensation & Benefits; Employment; Employment Litigation; Environment; Environment & Climate Change; Financial Services; General Employment Advice; General Tax Planning; Global Custody; Global Equity Services; Global Migration; Hotels, Resorts & Tourism; Information Technology; Infrastructure; Insurance; Intellectual Property; International Arbitration; International Executive Mobility; International Trade, Compliance & Customs; IT/Communications; Labour Relations/Trade Unions; Litigation; Loans & Credit Facilities; Major Projects: Energy, Chemicals, Mining & Infrastructure; Media; Mergers & Acquisitions; Mining & Metals; Oil & Gas; Patents; Pensions; Petrochemicals; Pharmaceuticals & Healthcare; Pharmaceuticals, Life Sciences & Medical Devices; Power; Privacy/Data Protection; Private Equity; Project Finance; Public Law; Real Estate; REIT; Renewable Energy; Securities; Securitization & Structured Finance; Sourcing; State & Local Tax; Tax; Tax Advice for M&A and Corporate Restructuring; Tax Controversy & Litigation; Telecommunications; Trade & Commerce; Trademarks; Transfer Pricing; VAT/Indirect Tax; and Wealth Management.

Offices

Baker & McKenzie has 3,600 lawyers in 69 offices worldwide. Its offices are located in: the Asia-Pacific (Bangkok, Beijing, Hanoi, Ho Chi Minh City, Hong Kong, Jakarta, Kuala Lumpur, Manila, Melbourne, Shanghai, Singapore, Sydney, Taipei and Tokyo); Europe, Middle East & Asia (Abu Dhabi, Almaty, Amsterdam, Antwerp, Bahrain, Baku, Barcelona, Berlin, Brussels, Budapest, Cairo, Dusseldorf, Frankfurt, Geneva, Kyiv, London, Madrid, Milan,

Moscow, Munich, Paris, Prague, Riyadh, Rome, St. Petersburg, Vienna, Stockholm, Warsaw and Zurich); Latin America (Bogota, Buenos Aires, Cancun, Caracas, Chihuahua, Guadalajara, Juarez, Mexico City, Monterrey, Santiago, Tijuana and Valencia); and North America (Chicago, Dallas, Houston, Miami, New York, Palo Alto, San Diego, San Francisco, Toronto and Washington DC). Baker & McKenzie associated firms are located in Brasilia, Porto Alegre, Rio de Janeiro and Sao Paulo.

How to apply

Applications are handled by individual offices, which recruit directly from law schools and laterally. Baker & McKenzie's Sydney and Melbourne offices conduct seasonal clerkship programs and also offer graduate positions to students who have or are completing their final year of university.

Pro bono

Baker & McKenzie have a diverse pro bono and community service program which encompasses macro and micro initiatives. The range of pro bono activities in which Baker & McKenzie participates varies widely as a consequence of the size and scope of their activities. Broadly speaking, their pro bono and community service program is directed towards a number of areas including: Poverty, Entrepreneurship, Legal Reform, Peace, Asylum, Civic Action, Children, and the Environment. Examples of their pro bono work are available from their website, as is a global pro bono brochure.

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GOLDMAN SACHS JB WERE

Internet: www.gsjobw.com

Practice areas

Goldman Sachs JBWere is comprised of five business units that deliver investment solutions

and services to its clients. Those business units are: Asset Management; Corporate Advisory; Principal Investment Area; Private Wealth Management; and Securities.

Offices

Goldman Sachs offices are located in various cities around the world. Goldman Sachs JBWere has several offices across Australia, located in Melbourne, Sydney, Adelaide, Brisbane, Canberra and Perth. Their head office is located in Melbourne.

How to apply

Goldman Sachs JBWere conducts a summer internship program and a graduate program. Applications for the 2009 / 2010 firmwide summer internship program close at 5pm on Tuesday 14 July 2009. The summer internship program is designed for students in their penultimate year of study for a university degree. The program lasts for 11 weeks and positions are offered across their Sydney and Melbourne offices, depending on the division for which you are applying. Applications can be made through the Goldman Sachs JBWere website.

Community involvement

Goldman Sachs JBWere is an active participant in the wider community. Their community involvement encompasses: encouraging employees to support the community, the support of youth organisations and the broader community through the Goldman Sachs JBWere Foundation, Philanthropic Services for individuals and families, not-for-profit groups and corporate clients, sponsorship of community programs and activities with particular emphasis on the arts, and tertiary scholarships and initiatives to identify and support talented students. Goldman Sachs JBWere actively support a number of organisations including: the Art Gallery of NSW; the Australia Business Arts Foundation; the Australian Chamber Orchestra; the Homeless World Cup 2008 and the Melbourne Theatre Company.

Canadian Firms

Leading Firms: the Seven Sisters

BLAKE, CASSEL & GRAYDON

Address: 199 Bay Street Suite 2800,
Commerce Court West
Toronto ON M5L 1A9

Tel: 416-863-2400
Fax: 416-863-2653
Internet: www.blakes.com

Main practice areas

Blake's lawyers work in the following practice areas: Aboriginal law, alternative dispute resolution, aviation, business, China practice, class actions, clean tech, commodity tax and customs, communications, competition, antitrust and foreign investment, constitutional and charter of rights, construction, corporate finance and securities regulation, corporate governance, energy, environment, estates and trusts, financial services, foreign investment review, forestry, franchising, gaming, health, hospitality and tourism, immigration, India practice, information technology, infrastructure, intellectual property, international, labour and employment, life sciences, litigation, marketing and advertising, media, mergers and acquisitions, mining, municipal and planning, oil and gas, outsourcing, pension and employee benefits, privacy, private equity, procurement, product liability, real estate, research, restructure and insolvency, sports and entertainment, structured finance, tax, tax litigation and controversy resolution and white collar crime.

Offices

Blake's Canadian offices are in Montreal, Ottawa, Toronto, Calgary and Vancouver. Their overseas offices are in Beijing, Chicago, London and New York.

How to apply

Blake has a student program aimed at graduates from Canadian law schools which could be

accessed by Australian lawyers studying for a postgraduate degree at a Canadian law school. The usual requirements for admission to practise in Canada would apply. Applications are made direct to their overseas offices.

Pro bono

Blake publishes a Pro Bono Review that lists their involvement in pro bono activities. They were one of the first Canadian firms to adopt a formal policy that treats time spent on pro bono work as billable hours.

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DAVIES WARD PHILLIPS & VINEBERG

Address: 1 First Canadian Place, 44th Floor
Toronto ON M5X 1B1

Tel: 416 863 0900
Fax: 416 863 0871
Internet: www.dwvp.com

Main practice areas

Davies main practice groups are: commercial real estate, competition and foreign investment review, corporate finance and securities, corporate/commercial, financial restitution and insolvency, litigation, mergers and acquisitions, structured finance, taxation and trusts and estates. Their cross practice and sector teams are: Asia, Corporate governance, cross-border and international transactions, environmental, public-private partnerships, life sciences, pensions and benefits, private equity and technology.

Offices

Davies have over 250 lawyers working in offices in Toronto, Montreal and New York and in an affiliated office in Paris (Reinhart Marville Torre).

How to apply

The listing of lawyers who work for Davies includes the law school from which they graduated. No current Davies lawyers list an Australian law school. However, there are graduates of UK and US law schools, in addition to the Canadian law schools. There is a contact address on the Davies website for further information.

Pro bono

Davies pro bono work includes acting in cases in the Canadian Supreme Court. In 2007 Davies lawyers appeared in *Bruker v Marcovitz*, which raised the question of whether a court of law could award damages to sanction the failure to abide by a civil promise to provide a Jewish divorce (referred to as a "Get"). In a 7:2 judgment, the S.C.C. held that the breach of an obligation that forms part of a civil contract can be enforced, notwithstanding its "religious" undertones.

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FASKEN MARTINEAU

Address: The Stock Exchange Tower
PO Box 242, Suite 3700
800 Victoria Square
Montréal, QC H4Z 1E9

Tel: 514 397 7400
1 800 361 6266 (toll free)
Fax: 514 397 7600 (fax)
Internet: www.fasken.com

Main practice areas

Fasken's practice groups are: Aboriginal law, antitrust/competition and marketing, Asia Pacific Practice, banking and finance, communications, construction, procurement and infrastructure, corporate/commercial, life sciences, litigation and dispute resolution, mergers and acquisitions, mining-global

mining, municipal law, privacy and information protection, product liability, real estate, securities and mergers and acquisitions, taxation, technology and intellectual property, trusts, wills, estates and charities.

Offices

Fasken has more than 650 lawyers working in its offices. The Canadian offices are in Vancouver, Calgary, Toronto, Ottawa, Montreal and Quebec City. Their overseas offices are in London and Johannesburg.

How to apply

Applicants are invited to submit an application to the city of their choice.

Pro bono

Fasken's lawyers have worked on hundreds of pro bono matters. They also serve on boards, participate in fund raising activities and contribute to charitable causes.

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GOODMANS

Address: 250 Yonge Street
Suite 2400
Toronto
ONM5B 2M6

Tel: 416 979 2211
Fax: 416 979 1234
Internet: www.goodmans.ca

Main practice areas

Goodmans' practice areas are: Asia Practice, banking and finance, charities and not for profit, commercial real estate, commodity tax/customs, communications, competition law, construction law, corporate and commercial, corporate finance and securities, corporate

restructuring, employment and labour, energy law, entertainment and sports, environment law, estates and trusts, health care law, hospitality law, information technology, intellectual property, litigation, mergers and acquisitions, municipal, planning and property tax, natural resources, pensions, private equity, procurement, public/private partnerships and alternative finance, property assessment and taxation, REITs and Income securities, tax and tax litigation and dispute resolution.

Offices

Goodmans has offices in Toronto and Vancouver

How to apply

Goodmans recruits students from Canadian law schools but also has a direct application process for established lawyers. Details are available on their website.

Pro bono

Goodmans' lawyers and staff are active in civic and charitable events and are major participants in the United Way, the Hospital for Sick Children, the Daily Bread Food Bank in addition to events in support of local charities such as St. Stephen's Community House, the Kitchen Project, The Yonge Street Mission and many others.

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MCCARTHY TÉTRAULT

Address: Suite 5300, TD Bank Tower
Toronto Dominion Centre
Toronto, Ontario
M5K 1E6

Tel: 416 362 1812
Fax: 416 868 0673
Internet: www.mccarthy.ca

Main practice areas

The practice expertise of McCarthy Tétrault is: Aboriginal, bankruptcy and restructuring, capital markets, competition, environmental, intellectual property, international trade and investment law, labour, litigation, outsourcing, privacy, private equity, private transactions, public companies, public MBA, real estate and securities trading and adviser regulation.

Offices

Over 700 McCarthy Tétrault lawyers work in their Canadian and overseas offices. In Canada, their offices are located in Vancouver, Calgary, Toronto, Ottawa, Montreal and Quebec.

How to apply

McCarthy Tétrault recruits law students from Canadian law schools. They advertise vacant legal positions but also accept direct applications. Details are available on their website.

Pro bono

McCarthy Tétrault provides pro bono services to the community in areas such as civil liberties, human rights, and financial, business, labour and employment law. It was the first Canadian firm to form a partnership with Lawyers Without Borders Canada. It also supports charitable organisations such as the United Way, hospitals, medical research organizations, national and local charities, and arts organisations.

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OSLER, HOSKIN & HARCOURT

Address: 100 King Street West
1 First Canadian Place
Suite 6100,
Toronto, Ontario M5X 1B8

Tel: 416 362 2111
Fax: 416 862 6666
Internet: www.osler.com

Main practice areas

Osler's major areas of expertise are: communications and broadcasting, competition/ antitrust, construction and infrastructure, corporate, corporate finance and securities, corporate governance, cross-border employment and labour, energy, environmental, executive compensation, financial services, franchise, health industry, income trusts, insolvency & restructuring, intellectual property, litigation, mergers and acquisitions, mining, pensions and benefits, private equity, real estate, taxation, technology and translation.

Offices

Osler has 280 lawyers in its offices in Toronto, Montreal, Ottawa, Calgary and New York

How to apply

Applications are invited through the local offices.

Pro bono

Osler lawyers and staff represent low-income individuals and organisations in cases that will benefit the community and raise money for charities, individual causes and community causes. Osler contributes to the funding of student bursaries and participates as a corporate team sponsor in the Terry Fox Run.

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STIKEMAN ELLIOTT

Address: 1155 René-Lévesque Blvd. West,
40th Floor
Montréal, Quebec H3B 3V2

Tel: 514 397 3000
Fax: 514 397 3222
Internet: www.stikeman.com

Main practice areas

The Stikeman Elliott practice areas are: Asia Pacific practice, aviation and transportation, banking and financial services, bankruptcy, insolvency and restructuring, competition/ antitrust, corporate finance and securities, corporate governance/directors and officers, emissions trading & climate change, employment and labour, energy, environmental, forestry and forest products, government and constitutional, hospitality, income trusts & REITs, insurance and reinsurance, intellectual property, international trade, investment funds, litigation/ class actions, manufacturing & distribution, media, entertainment & sports, mergers and acquisitions, mining, outsourcing, pension and benefits, privacy & data protection, private equity & venture capital, project finance & public/ private partnerships, real estate & municipal retail, structured finance and financial products, tax, technology and telecommunications.

Offices

Stikeman Elliott have offices in Montreal, Toronto, Ottawa, Vancouver, Calgary, London and New York.

How to apply

Applications are made to local offices and there are contact details on the website.

Pro bono

The firm matches pro bono contributions so that for each hour of pro bono work by staff, lawyers, law students and paralegals the firm contributes \$600 per year per person to a charity. For board participation the firm gives up to \$5000 per year. The firm also provides pro bono legal advice.

UK Firms

Leading Firms

ALLEN & OVERY

Address: One Bishops Square
London
E1 6AD

Tel: 44 20 3088 0000
Fax: 44 20 3088 0088
Internet: www.allenoverly.com

Main practice areas

Allan & Overy's main practice areas are antitrust and EU, employment and benefits, energy and infrastructure, finance, industry sectors, insurance, intellectual property, litigation and dispute resolution, M & A, corporate and commercial, private wealth and charities, real estate, regulatory and tax.

Offices

Allen & Overy have offices in 31 cities in Belgium, China, Czech Republic, France, Germany, Hong Kong, Italy, Luxembourg, Netherlands, Poland, Russia, Thailand. UK and USA.

How to apply

Apply online by contacting the country where you wish to work as a graduate or contact the Human Resources team online.

Pro bono

Allen & Overy adopts a "Justice Around the World" approach and approaches its corporate responsibility through people, the environment, the marketplace and the community. Examples of its pro bono work includes the work in its Brussels office to track down those engaged in internet child pornography to bring them to justice and supporting an exhibition of art by students from the Bethnal Green Technology College in London.

CLIFFORD CHANCE

Address: 10 Upper Bank Street
London
E14 5JJ

Tel: 44 20 7006 1000
Fax: 44 20 7006 5555
Internet: www.cliffordchance.com

Main practice areas

The firm's practice areas are: antitrust/competition, asset management, banking and finance, capital markets, commercial, communication, media and technology, construction, employment, employee benefits and pensions, environment, financial institutions and markets, insurance, intellectual property, Islamic finance, litigation, M&A/corporate, PFI/PPP, private equity, private funds, projects, public policy, real estate, regulatory environments and white collar, restructuring/insolvency, tax. It works in most major industry sectors including airlines and aircraft, leisure and retail, media, advertising and broadcasting, healthcare, life sciences and chemicals.

Offices

Clifford Chance has offices in 22 countries — Belgium, Brazil, China, the Czech Republic, France, Germany, Hungary, Italy, Japan, Luxembourg, the Netherlands, Poland, Romania, Russia, Saudi Arabia, Singapore, Spain, Thailand, Ukraine, UAE, UK and USA .

How to apply

There is a facility on the website for graduates and law students to search for positions by region and apply online. Information provided for overseas qualified lawyers is as follows:

If you have qualified as a lawyer outside of England and Wales you may not be required to complete the LPC but take the Qualified Lawyers Transfer Test (QLTT)

instead. As a QLTT Trainee Legal Advisor, you will be given a training period rather than a training contract. However, once you join Clifford Chance, the structure of your training period will be the same as those who have completed the LPC.

Based on your previous experience and where you have qualified, the Solicitors Regulation Authority (SRA) will determine the length of experience you must gain and in which areas of law. This will be taken into consideration during the seat allocation process. You may be able to reduce the length of your training period; however, all QLTT Trainees must complete a minimum of 18 months training, as we believe this is the optimum length of time required to gain a sufficient overview of the firm and practice areas before qualifying.

Pro bono

Clifford Chance has a pro bono scheme at the local level and across borders. An example is the Freelaw program in London which involves a partnership with local community legal centres.

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DLA PIPER

Address: 3 Noble Street
London
EC2V 7EE

Tel: 44 20 8700 111 111
Fax: 44 20 7796 6666
Internet: www.dlapiper.com

Main practice areas

Aerospace and defence, banking, commercial contract, corporate, employment, pensions and benefits, energy and water, finance, hospitality and leisure, intellectual property,

international arbitration, international trade, life science, litigation and arbitration, product liability, projects and infrastructure, real estate, regulatory and government affairs, restructuring, tax, technology and media, transportation.

Offices

Offices in Austria, Belgium, Bosnia-Herzegovina, Bulgaria, China, Croatia, Czech Republic, France, Georgia, Germany, Hungary, Italy, Japan, Netherlands, Norway, Oman, Poland, Qatar, Russia, Singapore, Slovak Republic, Spain, Thailand, UAE (Abu Dhabi), UAE (Dubai), UK and USA.

How to apply

Apply online by contacting the country where you wish to work as a graduate or contact the Human Resources team online.

Pro bono

DLA assigns 30 hours per fee earner per year to pro bono activity which results in 75,000 hours of free legal advice across Europe, Asia and the Middle East. For example, they provide free legal advice to The Prince's Trust and the fledgling businesses it supports, a secondee associate to the UN World Food Program in Rome and staff for free legal clinics. They give free legal advice to the Danish Refugee Council and helped create a new legal system for Kosovo through a non-profit affiliate New Perimeter.

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EVERSHEDS

Address: Wood Street
London
EC2V 7WS
United Kingdom

Tel: 44 20 7919 4500

Fax: 44 20 7919 4919
Internet: www.eversheds.com

Main practice areas

Antitrust and EU law, banking and finance, commercial contract, commercial dispute resolution, construction and engineering, conveyancing for mortgage lenders, corporate, data protection, derivatives, employment and labour law, environment, financial services and regulation, financial services litigation, franchising and distribution arrangements, fraud and financial crime, health and safety, insurance and reinsurance, intellectual property, international arbitration, investment funds and asset management, licensing, media, outsourcing and offshoring, parliamentary, pension scheme disputes, pensions, personal injury claims litigation, private equity, procurement strategies, product liability and product recall, project and infrastructure finance, public international law, public sector pensions, real estate development and regeneration, real estate dispute resolution, real estate finance, real estate investment, real estate planning, real estate portfolio management, recoveries, reputation management, restructuring, shipping, tax planning and consultancy, technology and telecoms.

Offices

Offices in Abu Dhabi, Amsterdam, Barcelona, Berne, Birmingham, Bratislava, Brussels, Budapest, Cambridge, Cardiff, Copenhagen, Doha, Dublin, Edinburgh, Geneva, Hong Kong, Ipswich, Jeddah, Johannesburg, Kuala Lumpur, Leeds, London, Madrid, Manchester, Milan, Munich, Newcastle, Nottingham, Ostrava, Paris, Port Louis, Prague, Riga, Riyadh, Rome, Rotterdam, Shanghai, Singapore, Stockholm, Tallinn, Tirana, Valladolid, Vienna, Vilnius, Warsaw, Wroclaw and Zurich.

How to apply

Eversheds have announced they are deferring

31 places from their 79 starters in 2009. They are not accepting further training contracts but are re-assessing in 2010. See their website for further information.

Pro bono

Streetlaw is a key part of Eversheds' pro bono program. It aims to increase legal literacy among disadvantaged or disenfranchised people such as the long-term unemployed. It also involves groups who need to know how the legal system can work for them but can't afford large legal bills, such as women's groups and tenant's associations. Eversheds lawyers provide training and clinics and participate in legal advice centres.

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FRESHFIELDS BRUCKHAUS DERINGER

Address: 65 Fleet Street
London
EC4Y 1HS
United Kingdom

Tel: 44 20 7785 5898
Fax: 44 20 7832 7001
Internet: www.freshfields.com

Main practice areas

Freshfields' global practice areas include:

- Antitrust, competition and trade;
- Corporate;
- Dispute resolution;
- Employment, pensions & benefits;
- Finance;
- Intellectual property / Information technology;
- Real Estate; and
- Tax.

Offices

Freshfields has offices in Abu-Dhabi; Amsterdam; Bahrain; Barcelona; Beijing; Berlin; Brussels; Cologne; Dubai; Dusseldorf; Frankfurt; Hamburg; Hanoi; Ho Chi Minh City; Hong Kong; London; Madrid; Milan; Moscow; Munich; New York; Paris; Rome; Shanghai; Tokyo; Vienna; Washington.

How to apply

Freshfields accepts applications from students all over the world. Please visit our graduate recruitment section of the Freshfields website <http://www.freshfields.com/careers> for more details of training opportunities in each individual office.

Corporate Social Responsibility

We take seriously our commitment to being a socially and environmentally responsible business, and have a network of partners across our firm who are responsible for managing and developing these commitments.

We are delighted to have seen an increase in participation in our volunteering activities across the firm from 25,000+ hours in 2006/07 to 30,000+ hours in 2007/08.

We aim to double our contribution of pro bono legal advice hours by 2011 as part of an international pro bono campaign. This is designed to increase the amount of time contributed to providing free legal advice, both to individuals in need and to our community partners.

Please visit our website <http://www.freshfields.com/csr/> for more details.

HERBERT SMITH

Address: Exchange House
Primrose Street
London
EC2A 2HS

Tel: 44 20 7374 8000
Fax: 44 20 7374 0888
Internet: www.herbertsmith.com

Main practice areas

Herbert Smith's main practice areas are corporate, dispute resolution, employees, pensions and incentives, environment, health and safety, EU, competition, regulation and trade, finance, intellectual property, private wealth and charities, real estate and tax. The industry sectors in which it practices are: accountancy, professional and business services, asset management, construction and engineering, energy and natural resources, financial institutions, food and beverages, government and public sector, infrastructure/PPI/PFI, insurance and reinsurance, investment funds, leisure and sport, life sciences, manufacturing and industrials, media and entertainment, real estate, retail and TMT.

Offices

Abu Dhabi, Amsterdam, Bangkok, Beijing, Berlin, Brussels, Dammam, Dubai, Frankfurt, Hong Kong, Jakarta, Jeddah, London, Moscow, Munich, New York, Paris, Prague, Riyadh, Shanghai, Singapore, Stuttgart, Tokyo and Warsaw.

How to apply

Herbert Smith offer training scheme, training contract and paralegal opportunities across the international network. The vacation scheme is open to students of all nationalities. Applications can be made online.

Pro bono

In 2007 40% of Herbert Smith’s employees participated in pro bono work and the firm carried out £1.67 million in pro bono work. They reduced energy consumption by 13% in that year. Herbert Smith is currently co-sponsoring a student advocacy competition open to UK based students inviting submissions, on paper and by video clip and then, if shortlisted, in person. The topic is “the class ceiling: is it breakable or there for good?”. This coincides with the work of The Panel on Fair Access to the Professions, led by Alan Milburn, the former Health Secretary, which is investigating how leading professional bodies such as the Law Society of England and Wales, and the Bar Council, can improve access to professional careers.

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LINKLATERS

Address: One Silk Street
London
EC2Y 8HQ
United Kingdom

Tel: 44 20 7546 2000
Fax: 44 20 7456 2222
Internet: www.linklaters.com

Main practice areas

The firm’s practice areas are: automotive, banks, chemicals, energy and utilities, food and beverage, forestry, paper and packaging, healthcare, industrials, infrastructure and construction, insurance, IT and business services, mining, media and leisure, private equity, real estate, retail, sovereign wealth funds, telecoms, transport and logistics.

Offices

26 offices in 19 countries — Belgium, Brazil,

China (mainland), Emerging Europe, France, Germany, Hong Kong, India, Italy, Japan, Luxembourg, the Netherlands, North Africa, Poland, Portugal, Singapore, Spain, Sweden, Thailand, UAE, UK and USA.

How to apply

Specific vacancies can be applied for online. LLM graduates are specifically recruited. There is a global summer clerkship program with a two-week program in London and placement in regional offices. Linklaters offers an Australian clerkship, which is targeted at Australian law students and involves working in their London office over summer. Applications close in early April.

Pro bono

Linklaters pro bono work focuses on assisting disadvantaged members of society in such areas as: employment tribunals (working through organisations such as the Free Representation Unit and LawWorks) and with disabled people (working through organisations such as the Disability Law Service).

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LOVELLS

Address: Lovells LLP
Atlantic House
Holborn Viaduct
London, EC1A 2FG

Tel: 44 20 7296 2000
Fax: 44 20 7296 2001
Internet: www.lovells.com

Main practice areas

Lovells provide services in competition and EU law, corporate, dispute resolution, employment and employee share incentives, energy power and utilities, finance, intellectual

property, pensions, projects engineering and construction, real estate, tax and technology, media and communications. The sectors they work in are: consumers, energy, power and utilities, financial institutions, financial markets, industrials, infrastructure and project finance, insurance, life sciences, real estate and technology, media and telecommunications.

Offices

Lovells offices are located in: Alicante, Amsterdam, Beijing, Brussels, Chicago, Dubai, Dusseldorf, Frankfurt, Hamburg, Ho Chi Minh City, Hong Kong, London, Madrid, Milan, Moscow, Munich, New York, Paris, Prague, Rome, Shanghai, Singapore, Tokyo and Warsaw. They have associated offices in Budapest and Zagreb.

How to apply

Graduates are encouraged to apply online to the office where they are interested in working. There is also an online enquiry form.

Pro bono

Lovells' lawyers deliver a representation service and their corporate lawyers provide business legal advice to social enterprises and to young or disabled entrepreneurs. The firm has an environmental protection service, and an award winning human rights practice. A brochure setting out ten lessons from ten years of pro bono service is available on the website.

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SLAUGHTER & MAY

Address: One Bunhill Row,
London
EC1Y 8YY

Tel: 44 (0)20 7600 1200
Fax: 44 (0)20 7090 5000
Internet: www.slaughterandmay.com

Main practice areas

Slaughter & May specialises in Mergers and Acquisitions, Corporate and Commercial and Financing.

Offices

Slaughter & May has offices in London, Brussels, Hong Kong and Paris. They have close relationships with independent firms around the world.

How to apply

Slaughter & May recruit qualified lawyers from "common law jurisdictions whose qualifications and experience have resulted in a transferable skill set". They require all their overseas recruits to sit the Qualified Lawyers' Transfer Test ("QLTT") but they meet the costs in full. If a lawyer is not qualified in England and Wales, they may ask them to undertake a quasi-training contract for two years to ensure that they understand their practice and gain a grounding to develop their full potential. They help their foreign lawyers to obtain a work permit. They also pay for flights and assist with settling in. Details are available on their website and you can apply online.

Pro bono

Slaughter & May has a well developed pro bono program. A recent research project they sponsored was published by the National Literacy Trust of Britain and related to the influence of role models on the reading habits of young people. Volunteers contribute to community groups and environmental projects. Their website lists the awards they have won including an award in 2008 for the Payroll Giving Program.

US Firms

Leading Firms

CADWALADER, WIKERSHAM & TAFT

Address: One World Financial Center
New York, NY 10281

Tel: 212 504 6000
Fax: 212 504 6666
Internet: www.cwt.com

Practice areas

Cadwaladers is a full service law firm. Its practice areas include capital markets, corporate, financial restructuring, financial services, litigation (across a range of areas), private client services and tax.

Offices

Cadwaladers has offices in New York, London, Charlotte, Washington and Beijing.

How to apply

There is no advertised recruitment of foreign graduates or internships for them. There is lateral recruitment of experienced attorneys and they are expected to pass the bar exam of the jurisdiction where the office is located. There are distinct recruitment arrangements for US and UK law graduates.

Pro bono

Cadwaladers has a long-standing commitment to professional service in the public interest. Their pro bono reports record their legal advice to civil rights plaintiffs, families facing eviction from public housing, indigent criminal defendants, not-for-profit groups seeking to improve society through service or the arts, and community service organizations in need of volunteers or other assistance.

CRAVATH, SWAIN & MOORE

Address: Worldwide Plaza
825 Eighth Ave

Tel: 212 4741000
Fax: 212 4743700
Internet: www.cravath.com

Practice areas

The four practice areas of Cravath are: corporate, litigation, executive compensation and benefits, trusts and estates.

Offices

Cravath has offices in New York and London.

How to apply

There is no advertised recruitment process for foreign lawyers but vacant positions for experienced lawyers are advertised on the website. Cravath have well developed recruitment processes for US graduates.

Pro bono

In 2008 Cravath lawyers lodged 35,000 hours of pro bono and public interest work. Pro bono cases reported include domestic violence matters, civil rights, political asylum and environmental litigation.

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DAVIS POLK & WARDWELL

Address: 450 Lexington Avenue
New York, NY 10017

Tel: 212 450 4000
Fax: 212 450 3800
Internet: www.dpw.com

Practice areas

Davis Polk has five departments — Corporate, Litigation, Tax, Trusts & Estates and International (Asia, China, Europe, Spain & Latin America).

Offices

Offices in New York, Menlo Park, Washington, London, Paris, Frankfurt, Madrid, Tokyo, Beijing and Hong Kong.

How to apply

Lawyers in all offices practise US law and must be admitted in a US jurisdiction in which the Firm has a US office. DPW branch offices hire laterally with lawyers working on cross-border work.

Pro bono

Davis Polk supports pro bono work through partner mentoring, training sessions and devotion of resources. They cooperate with established pro bono service providers, clearinghouses and courts to channel their efforts. Pro bono time is recorded and evaluated as part of lawyer performance. In 2007/08 Davis Polk was recognised by a variety of organisations for their pro bono work including by Advocates for Children and the Legal Aid Society.

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DEBEVOISE & PLIMPTON

Address: 919 Third Avenue
New York, NY 10022

Tel: 212 909 6000
Fax: 212 909 6836
Internet: www.debevoise.com

Practice areas

Areas of practice are: bankruptcy and restructuring, corporate governance, energy and natural resources, environmental practice, executive compensation, finance, hedge funds, insurance and financial institutions, Latin American Practice, litigation, media and communications, technology & intellectual property, mergers and acquisitions, real estate, securities, tax, trusts and estates.

Offices

Debevoise have over 700 lawyers in eight offices in New York, Washington, London, Paris, Frankfurt, Moscow, Hong Kong, and Shanghai.

How to apply

This firm recruits in the US and London. The summer clerkship program is available to US law students. Although the website gives no guidance, it appears that foreign graduates like those from Australia may consider applying once they have completed postgraduate study at a US or UK law school.

Pro bono

At Debevoise pro bono hours count as working hours, just as though they are billable hours. Lawyers argue cases in the public interest such as appeals to administrative law courts. The firm's website has an audio tape and transcript which details aspects of their pro bono program.

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DEWEY & LEOEUF

Address: 1301 Avenue of the Americas
New York, NY 10019-6092

Tel: 212 259 8000
 Fax: 212 259 6333
 Internet: www.deweyleboeuf.com

Practice areas

Dewey and LeBoeuf practice areas are: business solutions and governance, compensation, benefits & employment, corporate practice, energy regulatory, environment, health & safety, insurance regulatory, legislation and regulatory, litigation, real estate and taxation.

Offices

Dewey and LeBoeuf have: nine offices in the United States (New York, Washington, Albany, Boston, Chicago, Houston, Los Angeles, San Francisco and Silicon Valley); seven in Europe (London, Brussels, Frankfurt, Milan, Paris, Rome and Warsaw); two in Russia / Central Asia (Moscow and Aimaty); two in the Asia Pacific (Beijing and Hong Kong); Johannesburg in Africa and three in the Middle East (Doha, Dubai and Riyadh).

How to apply

Dewey and LeBoeuf invite students from a range of countries to send applications to contacts in their offices in various locations. Experienced lawyers can also apply for positions. Positions are advertised online when they become available.

Pro bono

Dewey and LeBoeuf encourages its lawyers to become involved in pro bono work. They have a Director of Pro Bono who works with each lawyer on an individual basis to identify assignments of interest. Hours spent on pro bono work are treated the same as billable hours, and lawyers' performance evaluations measure their pro bono work and achievements.

GIBSON, DUNN & CRUTCHER

Address: 333 South Grand Avenue
 Los Angeles, CA 90071-3197
 sUSA

Tel: (213) 229-7000
 Fax: (213) 229-7520
 Internet: <http://www.gibsondunn.com/>

Practice areas

Gibson, Dunn & Crutcher's practice areas include: Administrative Law and Regulatory Practice; Antitrust and Trade Regulation; Appellate and Constitutional Law; Business Restructuring and Reorganization; Capital Markets; Class Action and Complex Litigation; Corporate Governance; Corporate Transactions; Crisis Management; Emerging Technologies; Energy and Infrastructure; Environmental Litigation and Mass Tort; Executive Compensation and Employee Benefits; Financial Institutions; Global Finance; Government and Commercial Contracts; Health Care and Life Sciences; Insurance and Reinsurance; Intellectual Property; International Arbitration; International Trade Regulation and Compliance; Labour and Employment; Latin America; Legal Malpractice Defense; Litigation; Media, Entertainment and Technology; Mergers and Acquisitions; Outsourcing Transactions; Private Equity; Public Policy; Real Estate; Securities Enforcement; Securities Litigation; Securities Regulation; Tax; and, White Collar Defense and Investigations.

Offices

Gibson, Dunn & Crutcher have over 1,000 lawyers in 15 offices throughout the United States, Europe, the Middle East and Asia Los Angeles, New York, Washington DC, Orange County, San Francisco, Palo Alto, London, Paris, Munich, Brussels, Dubai, Singapore,

Century City, Dallas, and Denver.

How to apply

Gibson, Dunn & Crutcher hire directly from US and European law schools. They also have a summer program aimed at US law schools which takes in 100 students per year. Gibson, Dunn & Crutcher also engage in lateral hiring and have a 'current opportunities' section on their website.

Pro bono

Gibson, Dunn & Crutcher has an extensive pro bono and community service program. They believe that programs initiated by employees rather than by a "top-down" directive from management. They give one-to-one billable credit for pro bono work. The firm has a national pro bono committee and coordinators in each office. In 2007 they reported an average of 91.7 pro bono hours per employee. Previous pro bono activities have included protecting constitutional rights, working to preserve historic buildings, battling slumlords, protecting the environment, or facilitating adoptions and guardianships. Awards and accolades can be viewed on their website.

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MILBANK, TWEED, HADLEY & MCCOY

Address: One Chase Manhattan Plaza
NY NY 10005
Tel: 212 530 5000
Fax: 212 530 5219
Internet: www.milbank.com

Practice areas

Milbank have more than 245 lawyers in 10 practice areas which are: corporate, executive compensation and employee benefits,

finance, financial restructuring, intellectual property, litigation and arbitration, pro bono, real estate, tax and trusts and estates.

Offices

Milbank have offices in New York, Washington, Los Angeles, London, Frankfurt, Munich, Hong Kong, Singapore, Beijing and Tokyo

How to apply

Milbank Tweed recruit US law students through a summer clerkships program and entry level associates program. There is lateral recruiting of experienced lawyers at regional offices.

Pro bono

Pro bono is a practice area at Milbank and there are opportunities for associates to work on cases involving civil rights, domestic violence and needy children.

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SHEARMAN & STERLING

Address: 599 Lexington Ave
New York
Tel: 212 848 4000
Fax: 212 848 7179
Internet: www.shearman.com

Practice areas

Shearman & Sterling's practice areas are: antitrust, asset management, bankruptcy and reorganisation, capital markets, commodities futures and derivatives, corporate governance, criminal law, regulation and enforcement, economic stabilization advisory group, environment, executive compensation and employee

benefits, financial institutions advisory and financial regulatory, foreign corrupt practices and anti corruption, healthcare, India, insurance, intellectual property, international arbitration, international trade and government regulation, litigation, mergers and acquisitions, oil and gas, private client, privatisation, project development and finance, property, public interest law, sports, structural finance, sustainable development and taxation.

Offices

Shearman & Sterling has offices in Asia (Beijing, Hong Kong, Singapore, Tokyo), the Middle East (Abu Dhabi), Europe (Brussels, Dusseldorf, Frankfurt, London, Munich, Paris, Rome), Latin America (Sao Paulo), and North America (Menlo Park, New York, San Francisco, Toronto and Washington).

How to apply

Regional offices recruit at their locations. The Shearman & Sterling website records that they have an international associate program that allows lawyers, who are qualified to practice in a jurisdiction outside of the US (in which they maintain an office) and have completed an LLM post graduate program in the US, to work in their New York office prior to joining Shearman & Sterling as full time associates in their home jurisdiction in which they are qualified to practice. The firm's international associate program is designed to provide foreign lawyers with a meaningful training in substantive areas of US law, as well as with significant transactional experience within a large multinational law practice during their stay in the firm's New York office. The firm also offers non-US law students from jurisdictions in which the firm has an office a position as an international trainee for a period of approximately three months. International trainees are expected to subsequently return

to their home jurisdiction to finish their legal education prior to joining one of the firm's non-US offices as a full time associate. In addition, Shearman & Sterling offers distinguished lawyers at major clients or law firms in strategically important jurisdictions (in which the firm does not have an office) positions as visiting attorneys or visiting trainees in select circumstances and for limited periods of time.

Pro bono

Shearman & Sterling have a pro bono counsel who supervises pro bono work and in 2004 their lawyers recorded 55,000 hours of pro bono work.

* * *

SIMPSON THACHER & BARTLETT

Address: 425 Lexington Ave
New York

Tel: 212 455 2590
Fax: 212 455 2502
Internet: www.stblaw.com

Practice areas

Simpson Thacher & Bartlett's practice areas are: antitrust/competition, banking and credit, bankruptcy capital markets and securities, corporate, corporate governance, energy and infrastructure, environmental practice, executive compensation and employee benefits, exempt organisations, financial institutions practice, government and internal investigations, insurance/reinsurance, intellectual property, international arbitration, international practice, investment management, labour, litigation, mergers and acquisitions, personal planning, pro bono, product liability and mass tort, real estate, securities/shareholder litigation, structured finance and tax.

Offices

Simpson Thacher & Bartlett has offices in New York, Los Angeles, Palo Alto, Washington, Beijing, Hong Kong, London and Tokyo.

How to apply

It appears that all the firm's graduates are recruited through the US program and assigned to various offices. Simpson Thacher & Bartlett describe their regional offices as being in "the trunk of tree" rather than branches. However there are contact details on the website and contact can be made through regional offices.

Pro bono

In 2007 Simpson Thacher & Bartlett lawyers spent 50,000 hours on pro bono work at an average of 64 hours per lawyer. They worked on immigration matters, disability rights, improving education and responding to domestic violence.

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SULLIVAN & CROMWELL

Address: 125 Broad Street
New York, New York 10004-2498
United States

Tel: 212 558 4000
Fax: 212 558 3588
Internet: www.sullcrom.com

Practice areas

Sullivan & Cromwell's main practice areas are: financial institutions, litigation, mergers and acquisitions, real estate, restructuring and bankruptcy, securities, tax and estates and personal.

Offices

Sullivan & Cromwell's offices are located in Beijing, Frankfurt, Hong Kong, London, Los Angeles, Melbourne, New York, Palo Alto, Paris, Sydney, Tokyo and Washington.

How to apply

The firm specifically advertises that it hires foreign lawyers. There is a published visa policy for non-US lawyers. There are 683 lawyers in the firm and they come from 38 countries. The firm's record on diversity is published on the website with details on partners including that, of the 170 partners, 25 are women. 17% of partners are under 40 years of age.

Pro bono

The firm's record of their pro bono contribution is provided on their website. They work on cases involving asylum, domestic violence, freedom of speech and homelessness. They contribute to charitable causes and have won recognition for their contribution.

Internships & Volunteering Opportunities

ASIAN HUMAN RIGHTS COMMISSION

The Asian Human Rights Commission accepts interns for a minimum of six months. Interns with a particular research interest are preferred. There are no specific qualifications. Applications are judged on their individual merits and according to the needs of the AHRC at the time. Interns must also be prepared to accept assignments to countries in the region with difficult human rights conditions. The AHRC does not provide any financial support or accommodation for these persons.

Location

Hong Kong

Time period

Minimum 6 months

Further information

For further information and an application form visit: <http://www.ahrchk.net/>.

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AUSTRALIAN DELEGATION TO THE UN HUMAN RIGHTS COUNCIL

The Australian Delegation to the UN Human Rights Council sits for six weeks each year, from March to April, and has primary responsibility in the UN for matters concerning human rights. It is a governmental forum, where member states of the UN negotiate on human rights resolutions and determine the programs the Office of the High Commission on Human Rights will undertake for the following year. In 2006, it replaced the Commission on Human Rights. The Council is comprised of Member states and Observer states. Australia is an observer state.

The Australian Government delegation is made up of: the Ambassador; Deputy Permanent Representatives; First Secretaries; Support Staff; and Interns. To apply complete the application form (<http://www2.ohchr.org/SPdocs/AboutUs/internshipform.doc>) and send it to internship@ohchr.org along with the following:

- a list of courses taken and transcripts of grades;
- a sample of research work; and
- a proof of enrolment in a health insurance plan;

Location

Geneva

Time period

6 weeks, March to May

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AUSTRALIAN YOUTH AMBASSADORS FOR DEVELOPMENT

The Australian Youth Ambassadors for Development Program is an Australian Government, AusAID initiative which aims to strengthen mutual understanding between Australia and other countries in the Asia-Pacific region. The program involves the placement of 400 skilled Australians between the ages of 18 and 30 in host organisations within the region for periods of between 3 and 12 months (depending on the needs of the host organisation). AYAD assignments are advertised online at www.ayad.com.au and there are three intakes of Youth Ambassadors each year. The program provides allowances to assist with living and accommodation, establishment, assignment support and resettlement.

Location

Various locations throughout the Asia-Pacific region

Time period

3 to 12 months

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COMMONWEALTH HUMAN RIGHTS INITIATIVE

The Commonwealth Human Rights Initiative (CHRI) is an independent, non-partisan, international non-governmental organization, mandated to ensure the practical realisation of human rights in the countries of the Commonwealth. CHRI's objectives are to promote awareness of and adherence to the Harare Commonwealth Declaration, the Universal Declaration of Human Rights, and other internationally recognised human rights instruments, as well as domestic instruments supporting human rights in Commonwealth member states.

Undergraduate internships are primarily administrative and clerical in nature, but other projects can be assigned as they arise and match the student's interests and abilities, including research, drafting documents, translating, and helping researchers prepare for missions. The most effective way to do an internship with CHRI is via projects abroad as they will organize your food and accommodation for the period of your internship. Further, the accommodation provided is with an African family, which adds an extra dimension to your internship experience.

To apply to projects abroad and for more information go to: <http://www.projects-abroad.com.au/projects/law.php> or for more

information directly from CHRI visit: <http://humanrightsinitiative.org>.

Location

Accra, Ghana

Time period

1 to 4 months

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FEDERATION OF WOMEN LAWYERS KENYA

The Federation of Women Lawyers Kenya (FIDA Kenya) is a non-profit, non-partisan and non-governmental organisation committed to the creation of a society that is free from all forms of discrimination against women through the provision of legal aid, women's rights monitoring, advocacy, education and referral. The organization was started in 1985 after the 3rd UN Conference on Women, which was held in Nairobi, Kenya.

The internship program is designed to provide university students with hands on experience over short stints in their areas of specialization that fit into FIDA Kenya's existing programs. FIDA has four main programs: Women's rights, monitoring and advocacy; legal aid; strategic leadership and fundraising; and finance and administration.

To apply, please complete an application form (<http://www.fidakenya.org/InternshipApplicationForm.pdf>) and either email it to: info@fida.co.ke or sent it to PO Box 46324-00100 Nairobi Kenya. For more information please see their website: <http://www.fidakenya.org/internships.htm>.

Location

Kenya

Time period

Flexible but usually 3 to 6 months

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INTERNATIONAL FUND FOR AGRICULTURAL DEVELOPMENT (IFAD)

The purpose of the internship is to promote among the participants a better understanding of the United Nations and IFAD. Interns are fully involved in the work program of the Division that has selected them to carry out assignments relevant to their studies under the supervision of a responsible staff member.

Applicants must have successfully completed at least two years of their undergraduate studies. Interns may offer their services without compensation. Alternatively, Interns will be paid the equivalent of an all inclusive lump sum amount of \$US600 per month, less any payment received from a sponsor. If the intern receives funding from a sponsor, then IFAD will pay the difference between this amount and the all-inclusive lump sum

To apply, fill out an IFAD Personal History Form and send it to ifad@ifad.org. Any questions about IFAD Recruitment should be marked to the "Attention Human Resources Division". The address if you would like to send your application is:

Human Resources Division
107, Via del Serafico, Rome 00142
Italy

For more information see: <http://www.ifad.org/job/intern/index/htm>.

Location

Italy

Time period

3 months or more

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INTERNATIONAL SERVICE FOR HUMAN RIGHTS

The International Service for Human Rights (ISHR) is an international NGO serving as human rights defenders. Their aim is to develop and strengthen the effective use and implementation of international and regional standards and mechanisms for the protection and promotion of human rights. The ISHR internship program is currently made up of three programs, two of which are outlined below:

UN Monitoring Team

An internship with the UN monitoring team offers interns a unique opportunity to view the UN human rights system at work. Interns are required to monitor UN human rights meetings, including the Human Rights Council, Treaty Body sessions, and working groups. Interns substantively contribute to the Information Unit's publications and analytical material, such as the Human Rights Monitor, the Council Monitor and the Treaty Body Monitor and other regular online publications.

Through an internship, candidates will have the opportunity to increase their working experience, knowledge and skills whilst working in a multicultural and multiethnic environment, learn about how an international human rights NGO functions and gain extensive exposure to UN human rights mechanisms.

Education and Training Program

An internship with the Education and Training Program gives the intern a chance to be involved in ISHR's core activities in training human rights defenders to effectively use UN and regional human rights procedures. The intern will be expected to: help plan and co-ordinate the "Advanced Geneva Training Course on International Human Rights Law and Advocacy" (convened each year during the Human Rights Council), training following the Inter-American Commission on Human Rights, In-Region Training Course and In-Country Training Courses; monitor the sessions of the Human Rights Council; liaise with human rights activists and academics, and UN staff; and facilitate interaction between course participants and UN special procedures, diplomats and key NGO representatives.

The ISHR internship program generally requires postgraduate students however it is possible for undergraduate students to get internships if you stress the joint degree aspect of training in Australia.

To apply, students should email an application form (http://www.ishr.ch/about/internship/application_form.doc) and CV (with two references) to the internship coordinator at: internship@ishr.ch (for Geneva) or ishr@ishrny.org and clearly indicate for which program they wish to apply. Internship applications not specifying a particular program will not be considered. Those applying for the UN Monitoring Team need to accompany their application with a writing example in English on a politics or law-related topic.

Location

Geneva and New York

Time period

3 to 6 months. There are four intake periods

for internships in either of these programs — January, March, July and October.

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INTERNATIONAL TRIBUNAL FOR THE LAW OF THE SEA

The purposes of the internship program of the International Tribunal for the Law of the Sea is to give participants the opportunity to gain an understanding of the work and function of the Tribunal and its members and to benefit from the assistance of persons with relevant knowledge and skills in areas within the scope of the activities of the Tribunal. Participants in the program will be expected to be able to contribute to the work of the Tribunal in areas including the law of the sea, public international law, international organizations and international relations.

The Internship Program is full time, usually for a period between two to six months. Applicants must have completed at least 3 years of university study and should still be engaged in such study at the time of the internship. For more information see: http://www.itlos.org/general_information/employ/INT.2.pdf.

Location

Hamburg, Germany

Time period

2 to 6 months

INTERNATIONAL WOMEN'S RIGHTS ACTION WATCH ASIA PACIFIC

IWRAW Asia Pacific plays a critical role in filling the gap between the promise of women's human rights embodied in human rights treaties, such as the Convention on the Elimination of All Forms of Discrimination against women (CEDAW), and their actual realisation at a domestic level. This is achieved largely through building the capacity of women and human rights advocates to promote and protect women's human rights and to demand accountability from governments on the domestic application of international human rights standards.

One of IWRAW Asia Pacific's current projects is in the area of promoting the ratification and use of the Optional Protocol to CEDAW, which enables individuals to claim rights (protected under CEDAW) at the international level. Another current project is known as the South Asia Litigation Initiative. Through this project, IWRAW Asia Pacific aims to provide support to claimants seeking to enforce women's right to equality in domestic courts and tribunals.

IWRAW Asia Pacific's internship program offers interns exposure to a range of women's human rights issues. Through their work at IWRAW, interns will gain a deeper knowledge of the CEDAW Convention and its related treaty bodies, and will also have an opportunity to develop their research, advocacy and organisational skills. Tasks include, but are not limited to: developing position papers on various issues relating to women's rights; undertaking research, collation and analysis of cases and principles; assisting in the logistical needs relating to training and meetings; assisting in tasks relating to the resource centre; and assisting in the administrative work relating to programs conducted by the organisation.

To apply, you must send (via email) the following

documents to iwraw-ap@iwraw-ap.org:

- A cover letter (indicating your strengths, areas of interest, and the timing and duration of internship sought);
- Your resume;
- Two writing samples (on feminist approaches to human rights and international law); and
- A reference letter (from your professor or current employer).

For more information on IWRAW - Asia Pacific, visit their website at <http://www.iwraw-ap.org/>

Location

Malaysia

Time period

Minimum of 3 months, November to February

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REPRIEVE

Reprieve is an international organization with offices around the world which are dedicated to assisting in the provision of effective legal representation and humanitarian assistance to impoverished people facing the death penalty at the hands of the state; to producing and publishing information about the use of the death penalty and more generally the human rights aspects associated with the death penalty.

The internship program is ideal for students studying law. The program focuses on placing volunteers at death penalty defence offices throughout the Deep South and in other areas with critically underfunded indigent defence systems. All the offices are non-profit and volunteer workers are often the only way that

these offices are able to meet the demands of their workloads for their clients.

Successful volunteers are marked by an unshakable opposition to the death penalty and a firm commitment to social justice. They possess the maturity and self-sufficiency needed to meet the demands of both the work and placement in a foreign country.

For further information contact Reprieve Australia: <http://www.reprieve.org.au> or email them at contact@reprieve.org.au.

Location

Australia, UK and USA

Time period

Flexible

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SPECIAL COURT OF SIERRA LEONE

This criminal court was established by an Agreement between the United Nations and the Government of Sierra Leone. Responsible for trying those accused of crimes against humanity, violations of Article 3 common to the Geneva Conventions and of Additional Protocol II, other serious violations of international humanitarian law and crimes under Sierra Leonean Law. The Court had so far indicted thirteen persons and holds nine people in custody.

As an intern, you will be given the opportunity to work on current cases, prepare decisions, draft opinions and work on overall issues surrounding the Court, or participate in talking information about the Court to the people of Sierra Leone as part of the Outreach or Public Affairs teams.

Both graduates and undergraduates are able to apply for an internship for a period of 6 months. No extension will be granted. Internships for less than 6 months will only be allowed in circumstances agreed between the Program Coordinator and the relevant Head of Section.

To get an application form and to see more information, visit: <http://www.sc-sl.org/ABOUT/internships/tabid/143/Default.aspx>. After the application form has been completed, the form is to be sent to: scsl-interns@un.org.

Location

Sierra Leone

Time period

6 months

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UN HIGH COMMISSION FOR REFUGEES

The objectives of the UNHCR Internship Scheme are to: provide interns with an opportunity to gain practical work experience related to their academic program or future work in a field related to UNHCR's mission; and, to enable UNHCR work units and offices to benefit from the work undertaken by Interns. Interns can be either undergraduate or graduate law students. They must be able to work independently and demonstrate initiative and flexibility. To apply fill out the application form at: <http://www.unhcr.org/admin/3b8a31f94.html>.

Location

Geneva

Time period

Minimum 6 weeks



Australian Law Students' Association

www.alsa.net.au