

2020

BEYOND EAGLE STREET GUIDE

PURSUE YOUR PASSION.

PREPARED BY

**JUSTICE AND THE
LAW SOCIETY**



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

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- The websites of various firms and organisations
- Previous employees, employers, graduates and students
- Equivalent versions of equivalent and related guides by Law Student Societies/Associations; and
- Information received from employers and organisations.

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The reader of this Guide must be aware that the opportunities and recruitment date listed in the Guide may be subject to change due to the COVID-19 pandemic.



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PRESIDENT'S FOREWORD

**BEYOND
EAGLE STREET** GUIDE

In a time of great uncertainty all around the world, it is an immense privilege to be studying the law. Studying the law equips many bright young people with the skills and the courage they need to make important, lasting change – not only to our legal system, but to the policy and political sphere surrounding it.

Many law students enter their degree as wide-eyed idealists, only to graduate with their heads between their knees after being directed down a narrow corporate pathway – to “Eagle Street”. But there are so many more options open to you – from working as a Judge’s Associate to helping maintain the everyday human rights of vulnerable people in our backyard – and the Justice and the Law Society is excited to shine a light on those other, alternative pathways for law students from all backgrounds.

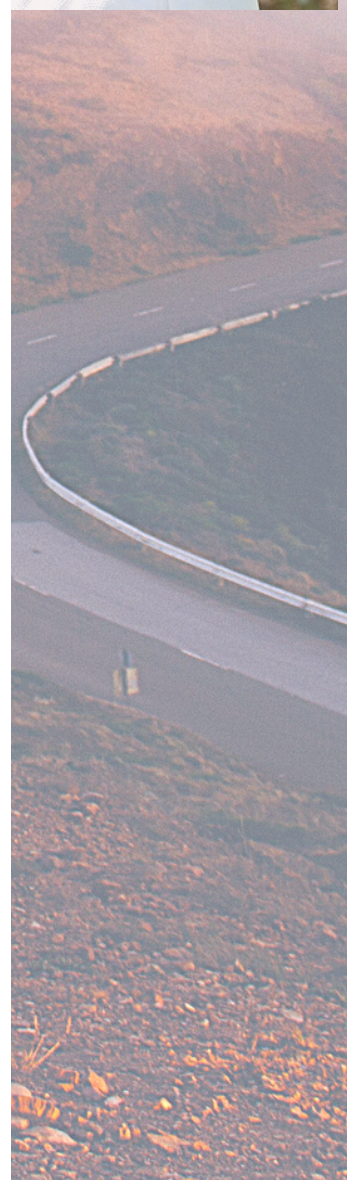
I am incredibly proud of the 2020 edition of the Beyond Eagle Street Guide. It is a guide to pursuing a career as a judge’s associate, barrister, government or public service lawyer, boutique or small firm lawyer, plaintiff or personal injury lawyer, in-house lawyer, criminal lawyer, or legal academic.

The highlight of the 2020 Beyond Eagle Street Guide, however, is its emphasis on careers in the Community Legal, Pro Bono and Human Rights space. Previous versions of this Guide have focused on how to volunteer for these organisations, rather than how to start a career in this space. This year, the Careers Team – led by Vice President (Careers) Melanie Karibasic – have outdone themselves. This year, they have taken real steps towards helping law students find their way down a career path which, until now, remained mostly untrodden.

In this Guide, you will find the cumulation of months of research, many interviews with professionals and lawyers at all stages of their career, and an array of wonderful tips to help kick-start yourself in whichever direction you choose.

If you have picked up this Guide hoping that it will lead you somewhere, anywhere, beyond Eagle Street, then you’re in the right place. Thank you for reading this Guide and I hope it serves you well.

Rachel Tomassen
President of the Justice and the Law Society 2020



VICE PRESIDENT'S FOREWORD



A law degree opens many career pathways. It is important for all of us to remember that these pathways are not confined to the corporate law world. There are so many opportunities out there beyond Eagle Street. This is why the Careers team (including myself) have put our heads down for the last few months to deliver to you the most comprehensive Beyond Eagle Street Guide to date.

The 2020 guide includes dozens of new and updated testimonials, a higher level of input from practising lawyers, and comprehensive recruitment information. We want this document to inspire, educate and inform you - hopefully making it easier for you to decide which area of law you would like to pursue. I also have a couple of other tips for those who are looking for guidance as to what area of law they would like to pursue:

- 1) Use your time in university to explore the various areas of law that exist - whether this is criminal law, human rights law, administrative law or personal injury law. The university, through the UQ Pro Bono Centre and BEL, offers opportunities for students to undertake work experience in different areas of law. You never know what you might find yourself interested in!
- 2) Don't feel pressured to pursue a certain career pathway ESPECIALLY if you're not interested in it. I am mostly referring to the pressure placed on law students to apply for clerkships and pursue a corporate career in a large firm. Instead, find an area you're passionate about, and stick with it!

I would like to thank my fantastic Careers team for their amazing work in putting together this comprehensive guide. Thank you to Connor, Kristy, Rachna and Vivian - without you guys, this guide would not have happened.

To the readers - we wish you all the best in your future endeavors and we hope you find the guide informative, thought provoking and instructive.

Melanie Karibasic
Vice-President of Careers 2020

CAREERS TEAM FOREWORD

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Although I have yet to graduate from my degree, I can quite confidently say that one of my biggest regrets will be deferring thinking about my answer to the “what do you want to do after uni” question until the last minute. This is not to say, however, that you should know exactly what you want to do right now. Career thoughts are scary, and frankly can be overwhelming when you have no idea where to start. While I was aware of a process called “clerkships” (which also sounded very scary), I knew little about other pathways to working in the legal profession, much less the colourful array of opportunities out there for students willing to roll up their sleeves and gain practical experience.

I remember scrolling through JATL’s Beyond Eagle Street Guide in my third/fourth year, feeling that same anxiety creeping back and incredulously thinking, “there’s so much”. As I gradually made my way through the Guide, it occurred to me that my fears were, in part, due to a lack of knowledge about pathways outside of the commercial. Upon reaching the final page, my anxiety translated into excitement. In a sense, I was transported back to the emotions I felt on my first day at TC Beirne – brimming with hope and eagerness to figure out what type of law interested me and more importantly, what suited me personally. I can only hope this Guide has a similar impact on others.

Kristy Do (Careers Officer 2020)

Being in my sixth year of law, I’ve had plenty of time to consider what kind of legal professional I want to be when I graduate (it’s happening soon I swear). Like many other hopeful first years, my initial experience with the legal world was watching smug, corporate lawyers outwit their opponents before the case had even begun – where success was measured in the amount of money earned. It took many years for me to realise that this vicious, commercial aspect of law wasn’t what I wanted to do. Through my involvement in JATL (the greatest law society at UQ, don’t question it), the Australian Youth Climate Coalition, Oaktree and my clinical legal education at the Refugee and Immigration Legal Service, I have seen first-hand how law is needed to address these broader social injustices, and how I could help make a difference. I hope that this guide serves as inspiration and a valuable resource to those law students who think they are stuck in the grim, mundane corporate aspect of law. Covid-19 has had only exasperated the issues at the heart of social injustices, and now more than ever, the world needs good lawyers supporting these causes. Many thanks to the Careers Team, and in particular, Mel, who has fostered a culture of openness, understanding and support, which has made the making of this guide an enjoyable experience.

Connor Bennett (Marketing Officer 2020)



CAREERS TEAM FOREWORD

I entered my degree with Legally Blonde being my only knowledge of the legal system, and soon after I was met with the anxiety-driven idea that clerkships were apparently the be-all and end-all. As I progressed however, I have learnt about the importance of exploring pathways of law that you yourself are actually interested in and passionate about. I have also learnt that not only does the law intersect with a variety of sectors and fields, but it plays an important role within the public sector and can truly impact on the lives of vulnerable people. Like many, although I've yet to fully discover or experience which pathway sparks joy, I am still excited of the diverse opportunities out there. Whether it be working within the government or community legal sector or specialising within human rights or administrative law, it is safe to say that each opportunity can truly provide a stimulating and fulfilling experience.

I am grateful to be involved in this guide and to have worked with the wonderful, witty and welcoming Careers Team and thank them for always being supportive. So even if the corporate law world speaks to you now, later down your career, or is something you want to try out, I hope that you nevertheless found this guide insightful as to the world of important opportunities that exist outside of it.

Vivian Zhang (Careers Officer 2020)

As an eager first-year student, my only real perception of the law was from glamorous real-life lawyers like Amal Clooney, but also sensationalised lawyer roles in popular TV shows, particularly Annaliese Keating and Harvey Spectre. Now I obviously knew that I couldn't actually get away with murder or become a partner at a top-tier law firm by faking my law degree, but I still believed that a career in law meant criminal or commercial law and nothing in between. As my degree progressed, I learnt about the numerous areas of the law, and the myriad ways of 'practicing' the law. I began to find niches in the law that particularly interested me, like environmental law or privacy law, alongside developing my passion for criminal law and human rights advocacy. Though I didn't shy away from exploring the traditional pathway of clerkships for the invaluable experience and insight it provides, I can safely say that myriad opportunities exist outside of this pathway that are fulfilling, exciting and stimulating. I am proud to be involved in the publication of this comprehensive guide and hope that it helps others, like it did me, realise the real breadth of the legal industry.

Rachna Nagesh (Careers Officer 2020)



COMMUNITY LEGAL CENTRES

A range of different volunteering opportunities are available in community legal centres (CLCs) across Brisbane and the wider Queensland area. The UQ Pro Bono Centre is an excellent starting point to engage with CLCs and offers a wide range of opportunities for students to participate in the delivery of pro bono legal services in Queensland. The Centre oversees the Law School's Clinical Legal Education Program, research support for pro bono activities, the Pro Bono roster and the Barrister's Assistance Team. Beyond the programs run by UQ, the following organisations are an excellent source of information about CLCs and volunteering opportunities:

- CLC Volunteers: <http://www.clcvolunteers.net.au/index.php>
- Community Legal Centres Queensland: <http://communitylegalqld.org.au/>
- The National Association of Community Legal Centres (NACLC): <http://www.naclc.org.au>

Brisbane Region

- Aboriginal and Torres Strait Islander Legal Service
- Basic Rights Queensland
- Bayside Community Legal Service
- Caxton Legal Centre
- CLCQ
- Environmental Defenders Office
- HUB Community Legal
- LawRight
- LGBTI Legal Service
- Nundah Community Legal Centre
- Prisoner's Legal Service
- Queensland Advocacy Incorporated
- Refugee and Immigration Legal Service
- Sisters Inside
- Tenants Queensland
- Welfare Rights Centre
- Women's Legal Service

Wider Brisbane Region

- Aboriginal & Torres Strait Islander Women's Legal Services North Queensland
- Central Queensland Community Legal Centre (Rockhampton)
- Gold Coast Community Legal Centre & Advice Bureau
- Goondiwindi Community Legal Service
- Junkuri Laka Community Legal Centre Aboriginal Corporation (Mornington Island)
- Pine Rivers Community Legal Service
- Mackay Regional Community Legal Centre
- Northern Rivers Community Legal Centre
- My Community Legal Inc
- Suncoast Community Legal Service
- TASC Legal Service
- Townsville Community Legal Service



ABORIGINAL AND TORRES STRAIT ISLANDER LEGAL SERVICE (QLD)

Field(s) of Law: Civil Law; Criminal Law; Family Law.

Contact Details:

Phone: (07) 3025 3888

Email: careers@atsils.org.au

Description of Organisation

The Aboriginal and Torres Strait Islander Legal Service (ATSILS), is a not for profit, community organisation contracted by the Commonwealth Attorney General's Department to provide criminal, civil and family law services to Aboriginal and Torres Strait Islander Australians and their families in Queensland. ATSILS seeks to influence a positive change within the justice system to reflect an appreciation for the culturally specific and diverse circumstances that impact upon Aboriginal and Torres Strait Islander people and communities.

Information for University Students

Students currently studying law, justice, indigenous studies, advocacy are encouraged to apply for the Student Placement Program at ATSILS. Placements are available within either the Brisbane or regional offices. Students will be exposed to criminal law, family law and child protection, and civil law (which includes human rights law, coronial enquiries, and other legal services) matters.

Law students can apply for placement via the ATSILS website, <https://www.atsils.org.au/student-placements/>. ATSILS welcomes students across Queensland, who are studying Law, Justice, Indigenous Studies, Advocacy, or a combination to apply. While ATSILS does not generally offer internship fees to students a strong introduction to cultural competence and other invaluable learning experiences are provided.

For graduates, recruitments are advertised on the website, <https://www.atsils.org.au/job-vacancies/>, and <https://www.seek.com.au/>. Applicants are required to address selection criteria and answer questions about their employment skills and history. Interviews are generally conducted with a Panel of three members, in-person or online via Skype for Business.

ATSILS generally prefers applicants with ideally at least two years' post admission experience, but those with less are welcome to apply. Demonstrated advocacy skills and court acumen is looked upon favourably, along with experience in both Duty Lawyer type responsibilities and hearings is a distinct advantage. The number of positions available is dependent upon funding which varies yearly.

PROFILE: LAUREN HANNA**LAWYER (CRIMINAL) AT ABORIGINAL &
TORRES STRAIGHT ISLANDER LEGAL
SERVICE (QLD)****BEYOND
EAGLE STREET** GUIDE

For some it can be challenging finding the right path in law. When I completed my law studies in South Australia in 2011, I was one of those people, and I had absolutely no idea what I wanted to do! Initially, after graduating, I volunteered at a private law firm specialising in personal injury and succession law. To broaden my legal experience and networks, next I secured a position as a Magistrates' Associate. This honed my skills of court process and procedure in civil and criminal law.

My next opportunity saw me working with Legal Aid in Adelaide, firstly in the Advice section, where I provided advice for criminal, civil and family matters, and then as a Duty Solicitor. I loved working as a Duty Solicitor at the coalface and being an advocate for others. I found myself passionate about criminal defence and helping those at their most stressful and vulnerable.

I was then offered a job at the Aboriginal and Torres Strait Islander Legal Service where I feel privileged to be able to work with our clients and help them access justice. I currently work in the Roma Street Arrest Court in Brisbane and represent clients for bail applications, guilty pleas and case conferencing.

To any students or graduates wanting to pursue a career in the social justice sector, I'd advocate being open minded to all opportunities, because all experiences will shape the lawyer you become. If you can try and volunteer or do your PLT at an organisation you're interested in, to put yourself out there and see where it takes you.



BASIC RIGHTS QUEENSLAND

Field(s) of Law: Employment Law; Discrimination Law; Social Security Law.

Contact Details:

Website: <https://brq.org.au/>

Phone: 1800 358 511

Email: brq@brq.org.au

Description of Organisation

Basic Rights Queensland (BRQ) is a state-wide specialist community legal centre, providing advice, advocacy and free legal services to people having problems with social security or disability discrimination.

Information for University Students

To apply send your resume to brq@brq.org.au along with a couple of lines about why you would like to volunteer. Applications for the January-June roster are accepted in November of the previous year and applications for the July-December roster are accepted in May. Alternatively, students can also volunteer through the Pro Bono Centre's Clinical Legal Education Program (LAWS5180).

PROFILE: ANKE JOUBERT

VOLUNTEER AT BASIC RIGHTS QUEENSLAND

As a first year law student with little to no understanding of how to get started with building a resume for a legal career I reached out to a friend who had been doing it for a couple years and she instantly mentioned volunteering at legal centres. I had a look through a list of great places but Basic Rights Queensland (BRQ) stood out to me because they provided free legal services to those most disadvantaged in our communities. When I first started, the role of the volunteers was almost solely to do client in-take calls and set up meetings for advice with the lawyers in the team. This really exposed me not only to a professional workplace environment but also highlighted the cultural, systemic, and economic disadvantages that some people faced on a daily basis. Although, as you could imagine, some of the calls would become extremely confronting and emotional as people poured their hearts out about their financial and living situations. Towards the end of my time at BRQ we relocated offices and alongside this change the Principal Solicitor started to provide the law student volunteers with more complicated tasks. We were given research tasks (such as compiling memos on the new Queensland Human Rights Act), listened into advices with solicitors and had them explain the processes such as meeting criteria for specific Centrelink payments. Overall, BRQ and my volunteering experience there exposed me to some invaluable experiences and helped me gain an appreciation for pro bono law.

CAXTON LEGAL CENTRE



Fields of Law: Civil Law; Human Rights Law; Employment Law; Family Law; Domestic Violence Law; Consumer Law.

Contact Details

Address: 1 Manning Street, South Brisbane Queensland 4101

Phone: (07) 3214 6333

Visit the Caxton Legal Centre's website: <https://caxton.org.au/>

Email: caxton@caxton.org.au

Description of Organisation

Caxton Legal Centre is an independent, not for profit community legal organisation providing advice, social work services, information and referrals to economically and socially disadvantaged members of the community. Caxton Legal Centre's vision is to:

- Build a just and inclusive society that values difference and diversity, and the rights of all people and their communities to the social and economic resources they need to exercise their human rights;
- Influence the development of law to recognise the needs of people who are socially or economically disadvantaged; and
- Assist people who would otherwise be denied access to justice due to social or economic disadvantage to exercise their legal rights.

Information for University Students

Vacancies are advertised on websites such as Seek and Ethical Jobs. Caxton Legal Centre recruits student volunteers in three capacities:

Front Office Student Volunteers - Volunteers provide the first point of contact for clients. Students are expected to commit to a 4-hour weekly shift for a semester. As well as submitting a resume and cover letter, students must address the relevant selection criteria.

Clinical Legal Education - In partnership with Caxton, the UQ Pro Bono Centre runs a student consumer law clinic as well as a criminal matters clinic. Students gain credit towards their law degree by participating in these clinics.(LAWS5180/7180). Students must apply for a place in the clinical legal education program prior to the semester starting.

Manning Street Project - The Manning Street Project is one of the pro bono initiatives available to students through the UQ Pro Bono Centre. Within the project, students undertake research reports in partnership with Caxton Legal Centre.

PROFILE: SARAH GILMOUR VOLUNTEER AT CAXTON LEGAL CENTRE

I have volunteered with Caxton Legal Centre in two different capacities throughout my degree, both of which were facilitated by the UQ Pro Bono Centre. In 2017, I was a student researcher on a Manning St Project. Throughout the semester, I worked with two other UQ students to produce a report on objectionable behaviour evictions from social housing in Queensland. The project came about after lawyers at Caxton observed a pattern of vulnerable tenants being evicted from social housing because of 'objectionable behaviour' which was involuntary (such as a disability or medical condition) or otherwise out of their control (for example the behaviour of children or unwanted visitors). We looked at the trends emerging in case law, anecdotal evidence and data from the Queensland Department of Housing to inform recommendations for reform which could improve outcomes for vulnerable tenants. This project was both a great introduction into the community legal sector in the early stages of my degree, and a valuable opportunity to contribute to the policy and law reform work of Caxton Legal Centre and other agencies further afield.

In semester 2 last year, I volunteered with Caxton Legal Centre's student employment law clinic. Supervised by a lawyer in the centre's employment law practice, myself and the other students interviewed clients who had come to Caxton for advice on matters such as unfair dismissal, unpaid wages or employment benefits, and discrimination. This clinic was one of my first opportunities to interact with real clients and allowed me to develop important skills in client interviewing and drafting documents at a pace far slower than would normally be afforded to a junior lawyer in private practice. It also introduced me to an area of law which I had not previously studied, which I am now considering pursuing after graduation. Above all, this volunteer role afforded me the opportunity to make a very real contribution to Caxton's important work in increasing access to justice for people who would otherwise be unable to obtain legal advice.

Tips about volunteering in the CLC space

1. Sign up to the UQ Pro Bono Centre roster
2. Don't discount short-term opportunities
3. Treat volunteer roles with the same level of commitment as a paid job

LAWRIGHT



Field(s) of Law: Community Legal Service; Refugee Law; Civil Law.

Contact Details

Phone: (07) 3846 6317

Visit the LawRight website: <http://www.lawright.org.au/>

Email: admin@lawright.org.au

Description of Organisation

LawRight is an independent not for profit legal organisation that coordinates the provision of pro bono legal service for individuals and community groups in Queensland. LawRight operates a civil law referral service and direct legal services for particularly disadvantaged client groups, and undertakes law reform, policy work and legal education.

LawRight runs a number of programs including:

- Pro Bono Connect Service – this service connects people seeking legal assistance with volunteer lawyers who provide advice on a pro bono basis
- Homeless Persons' Legal Clinic – the clinic provides free legal representation and advice to people experiencing or at risk of homelessness
- Refugee Civil Law Clinic – the clinic provides advice to refugees on numerous matters including fines, debts, consumer issues, housing and tenancy issues, social security issues, employment, police powers and discrimination issues.
- Information for University Students

Law students can volunteer with LawRight by participating in the UQ Clinical Legal Education program and gain credit towards their law degree. Students enrolled in LAWS5180/7180 have the opportunity to volunteer in one of the following clinics: Homeless Persons' Legal Clinic; Health Advocacy Legal Clinic (HALC); or Mental Health Law Clinic (MHLC).

LawRight also invites students to volunteer each semester. Volunteers are usually final year or penultimate year of their degree. Students have an opportunity to volunteer in a number of programs (usually for one day a week) including the:

- Public Interest Referral Service;
- Self-Representation Service;
- QIRC Workers Compensation Service;
- Enforcement Hearing Service; and
- Mental Health Advice Services.

Applications are usually called for around week 12 of the proceeding semester.



PROFILE: KATE ADNAMS
LAWYER AT LAWRIGHT

I started my career with LawRight volunteering and then as an admin assistant and later a paralegal while still completing my law degree. Before LawRight, I worked in department store and volunteered answering the phones in another community legal centre, which was a great starting place - the communication and people management skills I learnt then are invaluable to me now!

I'm now a solicitor in LawRight's Community and Health Justice Partnerships team where I coordinate pro-bono engagement for some of Brisbane's biggest firms so their lawyers can efficiently and effectively assist some of the most vulnerable members our community. Our team has 10 community partnerships, but I work mainly with young people and people who are experiencing, or at risk of, homelessness. In a typical day, I would be collaborating with a volunteer lawyer on the progress of a file, training people at the firms and agencies we partner with and conducting client appointments; providing advice on anything from consumer disputes and tenancy to responding to domestic and other violence.

The role is varied and I particularly enjoy being able to engage with such a broad range of people, having responsibility over matters, especially so early into my career; and the opportunity to engage in interesting law reform and policy work.

My advice to students wanting to work in the community legal sector is not to discount the skills you cannot learn in a lecture; being a lawyer is about working with people and sometimes at the very worst points in their life. You will need to be resilient and compassionate and you will need to be comfortable to very quickly build rapport with your clients.

In your studies, I suggest to pay attention in admin, contracts and consumer law subjects. A large portion of what we do is advocating for individual's rights in relation to decisions made by government and corporations and a good understanding of these areas is essential (although, I will admit admin law in practice is far more interesting than it was when I was studying).

If you're interested in a career in the sector now is the time to start volunteering where you can. A lot of organisations ask for one day or half day commitments during semesters and it is a great opportunity to dip your toes in and see if it is for you. Plus, you never know what opportunities might become available simply by showing that you're passionate and keen to learn.

ENVIRONMENTAL DEFENDERS OFFICE



Field(s) of Law: Environmental Law; Planning Law.

Contact Details

Address: 8/205 Montague Rd, West End QLD 4101

Phone: (07) 3211 4466

Email: edoqld@edoqld.org.au

Description of Organisation

Environmental Defenders Office (EDO) is the largest environmental legal centre in the Australia-Pacific, dedicated to protecting climate, communities and shared environment by providing access to justice, running ground-breaking litigation and leading law reform advocacy. They work with conservation groups, Traditional Owners and people from communities across Australia.

Information for University Students

Due to the complex nature of the work at EDO, preference will be given to students who have completed environment law, planning law, and administrative law. However, all students are encouraged to apply. Applications received for volunteer programs will be kept on file for six months and considered when a place becomes available. The volunteering program runs all year long. The EDO runs three volunteer programs for law students:

- Day Volunteer Placement Program
- Law Student Volunteers - In partnership with EDO, the UQ Pro Bono Centre runs the Environmental Law Clinic. Students gain credit towards their law degree (LAWS5180/7180).
- Evening Advice Line Program

The EDO also allows graduates to undertake Practical Legal Training through them.

PROFILE: BRONWYN BELL

OPERATIONS MANAGER AT ENVIRONMENTAL DEFENDERS OFFICE

A day in the life of one of our lawyers is full of variety. On any given day, our solicitors could be representing a conservation group or regional farmers in Court; meeting with government on law reform and policy; or travelling to rural and regional locations to deliver community workshops. Our lawyers work enthusiastically with members of the community to help empower them to understand their rights at law and to protect their environment and community.



PROFILE: JO BRAGG
EXECUTIVE DIRECTOR
SOLICITOR AT EDO

Yes I accept the job! I would love to work at Environmental Defenders Office.”

I can still remember the excitement of accepting the offer from EDO Brisbane, then resigning my Sydney job. My then boss at Minster Ellison seemed a little puzzled why I preferred a community legal centre to Company and Corporate law in Sydney. Its true, working on mergers and acquisitions at Minters was kind of fun. But overall, nature called. Overall, I preferred to use my legal skills in line with my values, to help protect forests and nature and stamp out pollution. This career better fitted with my childhood of camping and bushwalking in our wonderful National Parks with my family. And working at a community legal centre has meant cooperative work colleagues who share my values in an informal and supportive environment.

I have been at EDO for more than 25 years. Its exciting when after a difficult battle, we win a major Court case, or achieve changes to the law to expand community rights. A memorable date is 19 December 2003. On that date two things happened. Firstly, we won a now famous Federal Court case called the Nathan Dam case which expanded the boundaries of Federal environmental assessment. Secondly we won changes to Queensland nature conservation laws that expanded community rights of enforcement. As in every EDO victory, these were the result of both legal work and extensive team work amongst lawyers, clients and the public.

My tips for young lawyers include the importance of gaining diverse legal experience while you are studying or early career. Volunteer at diverse community legal centres, undertake holiday jobs, follow your interest and give things a go. Until you try it, you don't know if you will enjoy an apparently attractive career choice. In a respectful way, gather contacts. Whether you are at a commercial law firm, a community legal centre, at the bar or in government, a wide circle of contacts will smooth your path. You can then also better assist your friends and contacts with information or suggestions or legal knowledge.

Some young lawyers are keen to work protecting the environment and wonder how to get a job at EDO. Applying to our volunteer program either through your university or separately via our website to gather experience is a great start. Many of our current staff (including myself) were once EDO volunteers. Studying administrative law, environmental and planning law is important for working at EDO. Like many law firms, EDO is looking for technical legal ability combined with practical ability to get the job done and good interpersonal skills. We do not have an organised graduate program but receiving the EDO bulletin will help keep you in the loop for when positions are advertised.

PROFILE: ANNA REYNOLDS

VOLUNTEER AT EDO



I entered law eager to gain the skills necessary to navigate complex legal systems and better understand the roots of structural injustice. I'll admit I quickly became disillusioned while studying as I struggled to understand the practical applications of legal theory, and became overwhelmed by the competitive nature of entering the legal profession. Towards the end of my degree I applied for the Clinical Legal Education course, electing the Environmental Defenders Office as my first preference. At the time, I was living with environmental activists who were dedicating huge personal resources – time, money, clean court records, emotional energy – into protest and direct action. I was keen to engage with another facet of the environment movement, and better understand how the law could be used to protect the environment. Fortunately, my application for Clinic was accepted.

At the EDO, I have found a singularly dedicated organisation made up of individuals with a hugely diverse range of skills and an exceptional willingness to give of their time and energy. Environmental law intersects with a huge range of disciplines, requiring constant learning and constant engaging with new and complex material. I have been immensely challenged but also immensely supported. After continuing to volunteer with the EDO following completion of Clinic, I was offered a casual position to assist in running litigation associated with the Adani Carmichael mine. While friends protested at the mine site, instead I chose to devote my own time, energy and growing skillset to the same cause, from a very different angle. I had resolved that a career in practice might not be for me; however, the diversity of the work I'm engaged in at the EDO and the cooperative approach to work gave me new insight into what it means to practice law. It is a privilege to be a part of a team committed to finding new and creative ways to make a system that seems stacked against us deliver genuinely just outcomes.

If you're feeling lost, I cannot recommend any kind of volunteering enough. The community legal sector is small and everybody knows everybody. Aside from being a uniquely transformative experience, the connections you'll make will offer a huge leg up into whatever your chosen sector (although you won't want to work anywhere else).



LGBTI LEGAL SERVICE

Field(s) of Law: Community Legal Service; Discrimination Law; Criminal Law; Family Law; Domestic Violence Law; Employment Law.

Contact Details

Address: Level 2, 725 Ann Street, Fortitude Valley QLD 4006

Phone: (07) 3124 7160

Visit the LGBTI Legal Service's website: <https://lgbtilegalservice.org.au/>

Email: volunteere@lgbtilegalservice.org

Description of Organisation

The Lesbian, Gay, Bisexual, Trans, Intersex (LGBTI) Legal Service is a non-profit community legal centre providing free and confidential legal advice and assistance to Queensland residents who identify as LGBTIQ+. The LGBTI Legal Service provides advice in relation to family law, domestic violence, surrogacy and parenting rights, criminal law, discrimination, victims support, civil matters, government decisions, Centrelink matters and employment matters. The Service also includes a law reform division which is actively involved in advocating for law reform for the LGBTI community.

Information for University Students

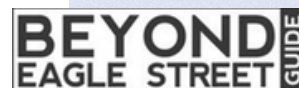
You do not need to identify as LGBTIQ+ to apply. You just need to be an ally that is respectful and willing to learn. Opportunities and general expressions of interest forms can be found at <https://lgbtilegalservice.org.au/support-us/volunteer/>. Applications must include a resume, cover letter and the relevant application form. Volunteering is open to both students and graduates, with PLT positions also being offered when they become available.

PROFILE: RENEA HART

LAWYER AT LGBTI LEGAL SERVICE

Due to our small size (three staff), we are a dynamic service where every day is different. We work closely with other LGBTIQ+ and community support organisations and often meet to discuss projects and identify gaps in our service delivery. We also have a lot of client contact. We speak to different clients every day to provide holistic solutions to their issues, rather than just legal answers.

PRISONERS' LEGAL SERVICE



Field(s) of Law: Criminal Law; Administrative Law; Human Rights Law.

Contact Details

Phone: (07) 3846 5074

Visit the Prisoners' Legal Service's website: plsqld.com

Email: pls@plsqld.com

Description of Organisation

The Prisoner's Legal Service (PLS) exists to promote justice, human rights, equity and the rule of law in society and in the administration of prisons and punishment. The Service provides and promotes access to justice through legal advice, information and assistance to prisoners and their families; community legal education and law reform, advocacy and policy development. PLS regularly recruits student volunteers and offers summer internships.

Information for University Students

Opportunities will be advertised on the PLS Facebook page. In partnership with PLS, the UQ Pro Bono Centre runs the Prison Law Clinic. Students gain credit towards their law degree (LAWS5180/7180).

PROFILE: MITREE VONGPHAKDI

PARALEGAL AT PRISONERS' LEGAL SERVICE

I have been involved with PLS since the beginning of 2020. I was offered a place as a Mail Clinic Volunteer after being rejected as a Summer Intern for two years in a row! (Note: perseverance is key). After a few months as a volunteer, I was offered a position as a Paralegal. In the Mail Clinic, I assisted with drafting letters providing general and legal information in response to mail enquiries from prisoners. As a Paralegal I give general advice about parole and prison issues over the phone, draft submissions to the Parole Board and other correspondence, liaise with different parties on behalf of clients, as well as assisting with any random admin tasks that pop up.

In my opinion, working with PLS, whether that is through LAWS5180 or as a Summer Intern, is particularly beneficial for mid- to later-year students who may be interested in pursuing a career in the community sector or in criminal law. Whilst the matters you work on are strictly civil law, you gain experience working with clients who are navigating the criminal justice system and gain an understanding of the issues they face. It is important to note that you will be exposed to matters that do contain graphic descriptions of violent or sexual crimes. Furthermore, it is incredibly important that you are able to remain impartial in your work with clients, as many of them have been convicted of serious crimes.



QUEENSLAND ADVOCACY INCORPORATED

Field(s) of Law: Community Legal Service; Discrimination Law.

Contact Details

Address: 2nd Floor, 43 Peel Street, South Brisbane, Brisbane City QLD 4101

Phone: (07) 3844 4200

Visit the Queensland Advocacy Incorporated's website

Email: qai@qai.org.au

Description of Organisation

Queensland Advocacy Incorporated (QAI) is a legal advocacy organisation for people with disability in Queensland. QAI's mission is to promote, protect and defend, through advocacy, the fundamental needs, rights and lives of the most vulnerable people with disability.

Information for University Students

Student volunteers assist with a number of tasks including legal research, drafting, preparation of counsel briefs, photocopying and other administrative tasks.

QAI is partnered with the University of Queensland to offer placements to students each university semester through the UQ Pro Bono Centre.

Students wishing to volunteer independently should first contact QAI to see if we currently have volunteering vacancies. Applicants can apply by forwarding a current CV and a short covering email as to why they are interested in volunteering with QAI, with the subject line "Application to volunteer at QAI". It assists if you can advise of your availability (days you are able to volunteer, potential start dates). Law students further on in their degree may be preferred, unless the applicant has relevant experience in other areas. Applicants will be required to attend a short interview, either by telephone or in person, before a position is offered.

The best time to seek volunteering opportunities is 2-4 weeks before the start of university semester. Another good time is towards the end of semester, when clinic students are finishing and extra support from volunteer students is needed.

Due to the training involved, students are expected to commit to at least 10 full days. This can be spread over 10 weeks, or over a shorter period by negotiation.

PROFILE: EMMA PHILLIPS

PRINCIPAL SOLICITOR AND DEPUTY DIRECTOR AT QUEENSLAND ADVOCACY INCORPORATED



I am the Principal Solicitor and Deputy Director of Queensland Advocacy Incorporated, a specialist community legal centre and disability advocacy organisation. QAI provides state-wide assistance to the most vulnerable people with disability across a range of legal areas, including human rights, mental health, discrimination and administrative law. In addition to our individual advocacy, we actively engage in law reform, striving to achieve justice for people with disability at a systemic level.

I commenced my legal career as a judge's associate in the Federal Court, before working in the private sector. I was always drawn to the community legal sector and was an active volunteer at the (now-defunded) Arts Law Centre during my university studies and beyond. Following completion of a PhD in human rights law, I worked at Community Legal Centres Queensland on a specialist project before moving to QAI, where I have been fortunate to work for the past six years.

I love working in the community legal sector. I was motivated to study law by a strong desire to contribute to society in a positive way and working for a CLC has allowed me to be part of a collective movement for social justice and equality. I am grateful that, through my work, I have been able to touch the lives of vulnerable and disempowered people in a positive way, providing a listening ear and a voice in a system where they may previously not have been heard. The areas in which we practice are interesting and challenging and there is always a human face to the legal issue at hand. I enjoy the challenge of explaining relevant parts of the law in a way that makes sense to people, and striving for an outcome that will positively impact someone's life. It is a pleasure and a privilege to work with like-minded people and I cherish the friendships I have made through my work. I have had some wonderful opportunities through my work, with highlights including advocating at the United Nations and being part of the campaign for the Human Rights Act in Queensland.

My advice to those interested in volunteering or working within this sector is to give it a try - the rewards far outweigh the challenges. Becoming part of a CLC can be immensely gratifying and will open your eyes, and the door, to many opportunities.



REFUGEE AND IMMIGRATION LEGAL SERVICE

Field(s) of Law: Migration Law; Refugee Law.

Contact Details

Address: 1/170 Boundary Street, West End QLD 4101

Phone: (07) 3846 9300

Visit the RAILS website: <https://www.rails.org.au/>

Email: admin@rails.org.au

Description of Organisation

The Refugee and Immigration Legal Service (RAILS) provides free advice on Australian migration law including sponsorship, reviews, permanent residence, citizenship, visa cancellation, refugee status, protection visas and detention. It does so through the operation of its general advice clinic, casework and education to refugees settling in Australia.

Information for University Students

In partnership with RAILS, the UQ Pro Bono Centre runs the Refugee and Immigration Law Clinic. Students gain credit towards their law degree (LAWS5180/7180). Preference will be given to students who have studied Immigration and Refugee Law, or who have a demonstrated interest in this area.

RAILS recruits student volunteers as day volunteers. Day volunteers assist caseworkers and perform tasks such as interviewing clients, drafting client statements and legal submissions, researching country information and form-filling and assisting with case files.

To apply for a day volunteer position, you must be in your third year of study, have some legal work experience and a demonstrated commitment to social justice. Students who are earlier in their degree or have limited work experience may still be considered for evening advice coordinator.

Application must include a CV, cover letter and academic transcript. RAILS recruits volunteers throughout the year but particularly welcomes applications around February (to start during Semester 1), June/July (to start during the mid-year break) and November (to start in the summer holidays). Volunteers are required to commit to a day per week for three months.

PROFILE: RIN SHIMADA

ADMINISTRATION OFFICER AT RAILS



I first began volunteering at the Refugee and Immigration Legal Service in January 2018 as an Evening Advice Session Coordinator where I would only volunteer a few times a month in the evening. Soon after, I became much more involved at RAILS and began doing admin volunteering and legal volunteering on a weekly basis. As an admin volunteer, I would do data entry, answering the telephones, and filing, among other various admin tasks. As a legal volunteer, I primarily engaged in drafting documents, legal research, and client interaction through phone calls and assisting the caseworkers with face to face appointments. These volunteering positions gave me an abundance of experience and various skills that I later utilised as a paralegal and administration officer.

Since May 2018, I have been working at RAILS as an Administration Officer. I was also simultaneously a paralegal for the Unrepresented Asylum Seeker Project for almost a year, but am now currently working full time as an administration officer. My current tasks primarily include answering the telephones, data entry, booking appointments, and assisting caseworkers to prepare for appointments. I am thankful to have been offered employment after volunteering for five months, as fortunately RAILS was in need of a new Administration Officer whilst I was an admin volunteer. I believe that I was able to sufficiently display my enthusiasm and passion for RAILS and the amazing work that they do. I also showed genuine interest in the volunteering work itself, and developed strong connections with the other volunteers and employees at RAILS.

RAILS has been an amazing place to both volunteer and work at, and I am eternally grateful for all the opportunities RAILS has given me. Volunteering is undoubtedly the best way to become involved in Community Legal Centres, and there are many CLCs offering opportunities to assist with various, incredible causes. Volunteering is such a fulfilling and worthwhile activity to engage in during your degree, and is definitely something I would recommend to all law students.



Field(s) of Law: Criminal Law; Administrative Law.

Contact Details

Address: 326 Montague Road, West End QLD 4101

Phone: (07) 3844 5066

Visit the Sisters Inside website: <https://sistersinside.com.au/>

Email: admin@sistersinside.com.au

Description of Organisation

Sisters Inside is an independent community organisation which exists to advocate for the human rights of women in the criminal justice system and to address gaps in the services available to them. The organisation works alongside women in prison to provide support for children of mothers in prison, assist in bail applications, provide sexual assault counselling and provide Indigenous support.

Sisters Inside has offices in Brisbane and Townsville. They aim to provide services which support criminalised women and girls and their children to address their many different needs. They provide services in all women's prisons in Queensland. Sisters Inside also work with women, girls and their children post-release in the community. Their overarching goal is to reduce the number of women in prison - supporting them to avoid going to prison in the first place, to apply for parole as soon as they are eligible, and to stay out of prison following release.

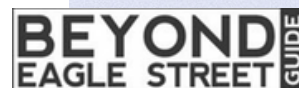
Their Brisbane office offers a wide variety of programs to women, young people and children throughout South East Queensland. Their Townsville office provides a variety of programs in North Queensland. Sisters Inside offers some outreach services elsewhere.

Information for University Students and Graduates

Any volunteer positions that open up will be advertised on their website. The UQ Pro Bono Centre sometimes advertises opportunities with Sisters Inside.

Graduates with dual degrees may be able to apply for a job as a Children's Violence Prevention Worker, Youth Violence Prevention Workers or as a Policy Officer. Lawyers are not necessarily hired for the Sisters Inside organisation.

WOMEN'S LEGAL SERVICE QLD



Field(s) of Law: Family Law; Community Legal Service; Domestic Violence Law.

Contact Details

Phone: (07) 3392 0644

Visit the Women's Legal Service website: <https://wlsq.org.au/>

Email: volunteers@wlsq.org.au

Description of Organisation

The Women's Legal Service is a specialist community legal centre providing free legal and social work services to women in Queensland. The Service provides advice to women in the areas of family law, child support, domestic violence and child protection, community legal education and produces specialist publications. The Service operates through advice lines, interviews and advice sessions.

Information for University Students and Graduates

Opportunities for law students to volunteer are limited. More information of the roles available can be found at their website. Most volunteering opportunities are advertised through the UQ Pro Bono Centre. Alternatively, students can email admin@wlsq.org.au and ask about any available volunteering opportunities. Students must have demonstrated an interest in family law and the work of feminist organisations. Graduates should look for positions on Ethical Jobs and Seek.

PROFILE: KAITLIN DE SOUZA

LAWYER AT WOMENS LEGAL SERVICE QLD

My first involvement with Women's Legal Service was as a volunteer at our Divorce Clinic. From the first training session, I felt so welcomed and appreciated for my time and service. It was a wonderful way to meet other young lawyers and I was also able to see how a community legal centre operated from the inside. I currently work in a job share between two roles at our Caboolture Domestic Violence Unit and Health Justice Partnership in the Moreton Bay region. My week can be quite variable. I might be in the office one day, court the next and an outreach hospital clinic the day after. Every day can be different but it is always interesting.

My workplace gives me the ability to really engage with clients and the opportunity to make a difference. We help women from all different backgrounds with all types of abilities. Some of the cases have really difficult stories and it can be quite confronting, however, I always feel supported by my colleagues. I am grateful to work with such strong, hard working women who advocate every day for women in our community.



HUB COMMUNITY LEGAL

Field(s) of Law: Family Law; Domestic Violence Law; Generalist CLC.

Contact Details

Address: 79 Poinsettia Street, Inala QLD 4077

Phone: (07) 3372 7677

Visit the HUB Community website: <https://www.hubcommunity.org.au>

Email: legal@hubcommunity.org.au

Description of Organisation

HUB Community Legal provides free legal advice to communities within Brisbane's Southwest suburbs. The aim of HUB Community Legal is to empower residents with the knowledge and ability to solve their own issues. The service also conducts educational activities on legal topics. HUB Community Legal specifically does not provide assistance with personal injury, conveyancing, commercial matters or tenancy for landlords.

Information for University Students

Volunteering opportunities exist for law students to provide reception and administrative support for evening volunteer clinics and assist the intake and referral team. New volunteers are encouraged to apply in January and July each year. Applications must be submitted through their website.

PROFILE: MITREE VONGPHAKDI VOLUNTEER AT HUB COMMUNITY LEGAL

It was 2018 when I began volunteering with what was then the South West Brisbane Community Legal Centre. I was halfway through my third year and (through my own ignorance) I had no idea what a community legal centre was. For the first few months I was handling enquiries and making appointments or referrals. After I became more acclimatised, I began assisting with more of the centre's work. In my time at the centre, I have assisted with research, drafting, and even some interpreting. Fast forward two years, and I still volunteer with Hub Community Legal, although I have a few more responsibilities than when I was starting out. In my opinion, volunteering as an Intake and Referral Volunteer is particularly beneficial to students with limited experience in legal practice. As a generalist practice, you are exposed to a wide range of legal matters in various areas of law. Being able to see how the legal theories you read about in law school operate in real life situations will help your learning and better prepare you for your future career. Further to this, dealing with numerous clients from a diverse range of backgrounds will help you sharpen your interviewing skills and your ability to effectively communicate.

PROFILE: HELEN HAWKSWORTH

SOLICITOR AT HUB COMMUNITY LEGAL



Currently, I practice as a generalist lawyer at Hub Community Legal. We share the Inala Community Centre building on Poinsettia Street, Inala, with two other organisations.

Generalist law is a specialisation in itself, but Family law advice is our predominant area of practice. Like all law, Family law intersects other legal areas such as debt, succession and estate planning and the renowned field of Dispute Resolution. I have always practised in these areas whether it was volunteering or my first paid job at a local high-street law firm. These experiences shaped the rest of my legal development. I will be forever grateful to the remarkable people that fostered such support and encouragement in my early career.

Community legal centres are multidisciplinary, encompassing an array of academic disciplines. This awareness and understanding offers access to a deeper responsibility to yourself and those around you, to empower others to have insight and access self-mastery and wellness. The law has immense power for healing and bringing wellness to people and we can all engage and expand that aspect.

My general advice to law students is to have rhythms and rituals that support you to be well. Taking care of your wellness allows you to be more connected and see the opportunities around you at the University. You can engage with your lectures, tutors, and other students, be considerate, and when in class, ask questions that support foundational understanding. Rather than disappearing down to the library, you can stay and continue to connect with your teacher after class. You can also connect with them via email.

You can book in and make regular appointments with the BEL Student Employability Team. They can assist with your resume, LinkedIn profile and value-based interviewing skills. They can also help you identify your core personal values and how you bring those values into a workplace, wherever that workplace may be. This aligns you to your purpose, connects you to the reasons you studied law and what you bring to others every day at work.

My advice for law students that wish to work in the community sector is to volunteer. There are always a lot of volunteer opportunities available through the UQ Pro Bono Centre (such as the elective LAWS5180) or on websites such as volunteeringqld.org.au and ethicaljobs.com.au. Building up your skills in applying law whilst volunteering is an invaluable stepping-stone to your success in legal practice and the rest of your unfolding journey.

Stay switched on and well.



THE AURORA PROJECT

Field(s) of Law: Criminal Law; Native Title Law; Community Legal Centres.

Contact Details

Address: 100 Botany Road, Alexandria NSW 2015

Phone: (02) 9310 8400

Visit the The Aurora Project's website: <https://www.auroraproject.com.au/>

Email: internships@auroraproject.com.au

Description of Organisation

The Aurora Internship Program provides students from law, social science and health science backgrounds with a short-term placement within an organisation working in native title, land rights, policy development, research and social justice – all with an Indigenous focus. Students gain a hands-on experience and insight into working in the Indigenous sector, all whilst contributing to organisations in need of assistance. Host organisations include NTRBs and PBCs located all over Australia. Students thus have the opportunity to travel interstate for the internship. Internships run for four to six weeks and are a full-time unpaid commitment (but part-time placements can be negotiated). After completing the program, students can take advantage of numerous career opportunities offered by Aurora by joining the Aurora alumni network. In some instances, an Aurora internship may lead to paid employment within the organisation itself.

Information for University Students

Applications open in March for the Winter intake, and in August for the Summer intake. For law applicants, you will need to be currently enrolled in/completed Property Law (including native title). You may still be eligible if you have completed a substantial part of your degree but have not completed Property Law. To apply, you will need to submit your resume, academic transcript, two written references (one professional, the other academic), and a cover letter which includes your experience in and/or knowledge of Indigenous/multicultural affairs, social justice and other legal work, as well as detailing your strong sense of cultural awareness and sensitivity. Shortlisted applicants are then interviewed (in person or via Skype).

Scholarships are also available to Indigenous interns to cover daily living expenses as well as travel and accommodation costs. For further information see <https://www.auroraproject.com.au/what-aurora-internship>.

PROFILE: MOLLIE O'CONNOR

FORMER INTERN WITH THE AURORA PROJECT



I heard about the Aurora Internship Program while I was at university, and I was very keen to apply as I have always wanted to get experience in native title. I was placed at Queensland South Native Title Services (QSNTS) in Brisbane as a legal intern. The placement was five weeks long, and during that time I expanded my understanding of native title law, as well as my drafting skills.

I was given an ongoing task over the five weeks, which was to draft a template Cultural Heritage Management Plan, which could be used when native title holders wanted to manage their cultural heritage with companies using the land. This was an invaluable experience, and whilst challenging at times, given it ended up as a 70-page document, it was a very rewarding task.

I also had the opportunity to sit in on a meeting with Traditional Owners, which was an amazing experience, and really made me feel the importance of the work being done by QSNTS. Such experiences as a university student are very rare, and provide an invaluable insight into not only the role of a lawyer, but also into the importance of the legal services being provided. This experience emphasised to me the important difference I could make in my role as a lawyer if I were to pursue a career in native title.

Overall, my five-week internship was an amazing experience, not simply for the interesting work I was given, but also for the opportunities it provided me with afterwards. I was offered a position at QSNTS as a paralegal, where I worked for six-months. I then applied for a position at the National Native Title Tribunal, where I worked as the Associate to the President of the Tribunal. I have now graduated and am working as a Judge's Associate, where I regularly assist with native title matters. I have even drafted a native title related judgment, where my knowledge of native title accumulated since my Aurora internship was invaluable.

Overall, my internship with the Aurora Program gave me to opportunity to explore native title as a potential career path as an option and has motivated me to since gain further experience in the area. Whilst I am unsure whether I will ultimately pursue a career in native title, my internship opened my eyes to the complexity and importance of this unique area of law.



JUDGES ASSOCIATES & ASSOCIATESHIPS

What is an Associate?

A Judge's Associate assists a judge or court. In Australia, a judge's associate is a recent graduate or lawyer who performs various duties to assist a specific judge. There are also Associateships for Members of a Tribunal such as the AAT or QCAT, as well as the Fair Work Commission.

What does an Associateship involve?

Associates are often in the early stages of their careers, and so it is a privilege to be able to work closely with a judge with extensive experience in the legal profession. In many instances, judges are incredible mentors for their associates, so the role provides an excellent foundation for a future legal career.

Being an associate involves attending court frequently, allowing you to observe a range of oral advocacy techniques and to become more comfortable in this particular environment, while also observing the judicial decision-making process in action. As such, the opportunity is certainly invaluable and directly relevant to anyone with an interest in being a barrister or working in litigation.

Daily tasks vary depending on the judge, but generally include assisting the judge in court, summarising upcoming matters, proofreading judgments, liaising with parties in relation to court arrangements and conducting legal research. Beyond this, there may also be opportunities to travel across the State on circuit with your judge or to assist with extra-judicial tasks such as function planning and speechwriting.

Observing the judicial role in its broader context and understanding the third arm of government on a practical level, can have tangible career benefits across innumerable fields and positions.

How to Apply for an Associateship

Applications vary depending on which Court or Tribunal you wish to apply to, but all would generally require a CV, cover letter and academic transcript. An interview with the individual judge or member would typically follow for short-listed candidates.

For application tips generally, see Nelly Bristow's testimonial about her associateship to a Justice of the Federal Court of Australia.

QUEENSLAND COURTS AND TRIBUNALS

QUEENSLAND CIVIL AND ADMINISTRATIVE TRIBUNAL (QCAT)

How to apply

Associate positions will be listed on the Queensland SmartJobs website (<https://smartjobs.qld.gov.au/>). Applications may close sometime during September or October for the commencing year, and may require a statement (2 pages maximum).

Contact details

Email: QCAT-Members-EA@justice.qld.gov.au

LAND COURT OF QUEENSLAND

How to apply

Applications for a 2021 Associateship are now open and close on 30 June 2020. You are additionally required to complete an Application Form and Questionnaire.

Contact details

Email: Registrar.Landcourt@justice.qld.gov.au

More information at: <https://www.courts.qld.gov.au/courts/land-court/land-court-associates>

PAROLE BOARD QUEENSLAND

How to apply

Applications to be the Associate to the President for 2021 will open toward the end of this year.

Contact details

Email: ParoleBoardQLD@corrections.qld.gov.au

SUPREME AND DISTRICT COURT OF QUEENSLAND

How to apply

Applications generally open in December, approximately 14 months before you would commence. For example, applications of associateships in 2022 will open in December 2020. Note that your cover letter should be personal to the individual judge you are applying for. More information can be found at: <https://www.courts.qld.gov.au/about/jobs-with-the-courts/judges-associates>



PROFILE: DANIEL TRIGGER

ASSOCIATE IN THE QUEENSLAND COURT OF APPEAL

I currently have the privilege to work as an associate to the Honourable Justice Philippides of the Queensland Court of Appeal. Prior to my role this year, I worked for a commercial law firm for three years, including for two years while I was still studying at UQ. This role followed my work as a research assistant to two members of academic staff at the UQ Law School, where I (among other things), conducted research for an online resource called the National Domestic and Family Violence Bench Book. After graduating from UQ with a Bachelor of Arts/Law degree in 2018 with First Class Honours, I worked in commercial litigation as a law graduate and was admitted as a lawyer in November 2019.

I would highly recommend applying to work as a Judge's Associate, as it provides an unparalleled insight into the inner workings of the legal system. On a daily basis, I attend all Court of Appeal matters in which her Honour sits. I also assist her Honour with research and other tasks associated with the cases her Honour has heard, as well as various extra-judicial activities. I am very much enjoying the role so far. It is a wonderful experience to learn from her Honour, who is a very experienced judge, about a wide variety of civil and criminal matters and about her Honour's distinguished career more generally.

My journey to this role has been somewhat unique, as I have already had the benefit of gaining an insight into legal practice before commencing in the position. In my view, this demonstrates that there is no one set or traditional 'path' in a legal career. There are a wide array of diverse opportunities available to law graduates apart from traditional clerkships and graduate positions in legal firms, including Associateships as well as roles in government and the community legal sector.

My tips:

- Get involved with pro bono and other work while still studying, including research assistant roles with members of academic staff.
- Remember the diverse array of career options available apart from more traditional routes.
- Look after your physical and mental wellbeing by continuing to pursue your passions! For example, I have had the privilege of being part of starting a music and orchestra project for the legal profession, information about which can be found here: <https://www.thelegalforecast.com/tlf-creative>.

PROFILE: MADELEINE JENSEN

ASSOCIATE IN THE DISTRICT COURT OF QUEENSLAND



I, like many of my peers, in the infancy of my law degree was under the misconception that there was a single linear path to working in the law, and my exposure to working within the legal profession was limited to the traditional commercial firm career path. Through engaging with the UQ Pro Bono Centre however, my eyes were opened to the plethora of opportunities within the public sector, court system, and community legal centres.

I signed up for the Pro Bono roster in my third year of university, intrigued by the premise of a 'smorgasbord' of short-term projects and activities, primarily concerning areas of public interest. Since this time I have presented work to the Land Court of Queensland regarding self-represented litigants from remote, regional and rural areas, conducted a community engagement and education seminar on the Queensland Human Rights Act 2019 (Qld) for parents of children with disabilities, presented classes to high school legal studies students on international humanitarian law and volunteered within the employment law and advice practice within Caxton Legal Centre. While these projects appear on their face to be disparate variety of tasks and I have joked on occasion that my CV looks somewhat like a 'fruit salad' of pro bono work, I can say with confidence that each project that I have been a part of has furthered my personal and professional development, strengthened my passion for the law and has deepened my awareness of the social context in which the law operates. I do not exaggerate when I say that I have engaged with some of the sharpest minds in the profession, and have relished in the opportunity to learn from and work aside some phenomenal advocates, who work tirelessly to make the law more accessible to the persons who access the law most often: non-lawyers.

My eagerness to gain exposure to the intricacies of the legal profession eventually motivated me to apply for a role as a Judge's Associate and I currently have the privilege of working as an associate to a Judge of the District Court of Queensland. In this role I have the rare opportunity to see the 'inner workings' of the justice system and observe advocacy in action, which has in my time thus far, been a unique and highly rewarding experience. On a daily basis I assist my Judge in Court, prepare draft judgments, conduct legal research and liaise with parties and registry staff. However more broadly, I am able to observe the judicial role in its broader context, which I have found to be both insightful and inspiring. In short, there is no one linear path to a career in law, and in my experience, I have benefited greatly from maximising my exposure to different areas of law and members of the profession. There are a diverse array of opportunities available to students who are willing and able to give them a shot.

My tips:

- (Obviously) Get involved with pro bono ASAP: the benefits extend far beyond employability; the projects championed by the Pro Bono Centre are aimed at introducing students to all the fundamental practical skills of being a competent and ethical lawyer, within the broader context of social justice and access to justice.
- Look after yourself: physical and mental wellbeing is your first and foremost priority, take time for yourself, pursue your passions and be kind to yourself.



FEDERAL COURTS AND TRIBUNALS

FAIR WORK COMMISSION

How to apply

Associate roles are advertised on their online job portal.

ADMINISTRATIVE APPEALS TRIBUNAL

How to apply

Applications are lodged through the AAT's online 'Career Opportunities portal'. You may be required to provide a statement of maximum 1000 words that addresses the selection criteria.

Contact details

Email: recruitment@aat.gov.au or phone: (02) 9276 5443

More information at: <https://www.aat.gov.au/about-the-aat/working-at-the-aat>

NATIONAL NATIVE TITLE TRIBUNAL

How to apply

The position of Associate to the President for 2021 will be advertised in the latter half of 2020. Information about the position can be found on the employment pages of the Federal Court of Australia.

FAMILY COURT OR FEDERAL CIRCUIT COURT OF AUSTRALIA

How to apply

You must apply through the Court's online recruitment system, and vacancies are generally published on APSJobs (<https://www.apsjobs.gov.au/s/>).

Contact details

Email: query@fedcourt.gov.au

More information at: <https://www.fedcourt.gov.au/about/employment/associate>

FEDERAL COURT OF AUSTRALIA

How to apply

Your application should be personal and addressed to the individual judge you are applying for. Generally, most federal judges appoint their associates 1-2 years in advance around January or February.

Contact details: same as the above.

PROFILE: PENELOPE BRISTOW

ASSOCIATE IN THE FEDERAL COURT OF AUSTRALIA



I am currently undertaking an associateship with a Justice of the Federal Court of Australia. Although securing an associateship is a relatively common aspiration, I have found that there is not a lot of information out there about how to apply, or what the job actually entails.

How do you apply for a Federal Court associateship?

Unlike the Supreme Court, the Federal Court of Australia does not have a single application period. Instead, each judge will appoint an associate, or sometimes two associates, whenever suits their chambers. Generally speaking, most appoint an associate one or two years in advance, often around January or February. If you wish to know whether a judge has already appointed for the year you would like to apply, I would suggest emailing the registry and asking for your email to be passed onto their current associate.

Your application should generally consist of a CV, a cover letter and an academic transcript. I was told to make my cover letter personal to the judge I was applying to. If you don't know anything about the judge you wish to apply to, or you don't know which judge to apply to, here are some tips I was given when I was writing my application.

First, have a look at the national practice areas in which the judge sits. The Federal Court has nine: administrative and constitutional law and human rights, admiralty and maritime, commercial and corporations, federal crime, employment and industrial relations, intellectual property, native title, taxation and other. This will give you a good idea of the sorts of matters your judge sees, and you can tailor your application to suit.

Next, read the judge's "swearing in" speech. There are often multiple speeches made at the judge's swearing in ceremony by those who know the judge well. These will give you insight into the highlights of their career, and some of the judge's personal attributes and values.

Finally, read through some of the judge's speeches, or articles, to get a feel for the sort of areas the judge is interested in or has a passion for.

What does the role entail?



The role will vary depending on the judge who appoints you. In most cases you will perform some administrative tasks, and some legal tasks.

On the administrative side this may include liaising with parties, managing the electronic case file for a matter, and readying court for your judge. On the legal side, you may be asked to conduct legal research, or if you're lucky, write the first draft of a judgment or part of a judgment. Some judges like to discuss their judgments with their associate to test their conclusions or reasoning. This requires you to have excellent critical thinking skills and logical reasoning skills.

Ultimately you are appointed into a position of trust and confidence. The work load is relatively demanding and you are required to work with a high degree of self-sufficiency.

Is it worth it?

Yes, absolutely. I am only a few months into my associateship and already I have found it to be a rewarding and enriching experience. Not only are you able to sit in court and watch proficient advocates, but you gain valuable insight into the judicial process, and experience the "behind the scenes" workings of the court system. I have learnt so much about commercial law, and about effective (and ineffective) advocacy.

Perhaps most importantly you forge connections with the other associates in your cohort, who will hopefully become life-long friends and colleagues.

PROFILE: LILLIAN BURGESS

ASSOCIATE TO THE PRESIDENT AT THE NATIONAL NATIVE TITLE TRIBUNAL

I am currently working as an associate to the President of the National Native Title Tribunal (NNTT). Native Title is a unique and fascinating jurisdiction and it incorporates a variety of different areas of law: from the traditional laws and customs observed by native title holders, to Commonwealth legislation, contracts, property, heritage protection, and administrative law. The NNTT's main functions are to conduct arbitral inquiries to determine whether 'Future Acts' relating to mining can proceed and to facilitate mediations. Some Tribunal employees also assist the Registrar maintain the Registers (the National Native Title Register, the Register of Native Title Claims and the Register of Indigenous Land Use Agreements).

Although the NNTT is an impartial body which balances a variety of competing interests, it plays an important role in promoting social justice by providing a forum for traditional owners to protect their rights. The Tribunal also facilitates the operation of the Native Title Act, which is intended to achieve rectification of past injustice and current disadvantage so as to ensure Aboriginal and Torres Strait Islander people receive full recognition and status under the law. At its heart, the work is based on an understanding of people, culture and the fundamental spiritual connection Aboriginal and Torres Strait Islander people have with the land. Working at the NNTT has been an incredible experience, particularly because my role involves reviewing affidavits and historical and anthropological reports submitted as evidence. To be able to read about the unique and ancient traditions of the oldest continuous culture on earth is a great privilege.

Trying to figure out what to do with your law degree and how to get a job in can be very daunting. It can be hard to know what to expect and what alternate pathways exist. I recommend getting to know some of the academics who teach your favourite subjects. Don't be afraid to send them an email and set up a time to talk about something that intrigued you in class. Most academics appreciate it when students show an interest in their area of law and they can be helpful in suggesting different ways to get experience. I also recommend trying to say 'yes' to every opportunity that comes your way. By being involved in an array of different activities (pro bono volunteering, essay competitions, joining a society, competitions) you can discover what types of law you are interested in.



GOVERNMENT AND PUBLIC SERVICE

Whether you work within a Department or statutory body, your role would ultimately involve promoting and safeguarding the interests of the wider Queensland or Australian community. Working within the public service or government sector offers numerous advantages:

- There is enormous variety in the roles available and just being in a diverse environment opens your eyes to career options you might never have considered;
- Secondments create lots of opportunities to develop your skills and there is astonishing mobility within the sector; and
- Greater opportunities for work-life balance (flex time, compressed hours, part-time work, 48/52 or recreation leave at half pay, etc). Although still subject to operational convenience, they are better than you could negotiate in most private firms.

Legal skills are valuable in the public sector, in legal, policy and program roles. While both the Queensland and federal public sectors offer graduate programs, there are still several ways of 'getting a foot in the door'. If you accept an entry level role, there are frequent opportunities for advancement within and across departments.

AUSTRALIAN COMPETITION AND CONSUMER COMMISSION

The ACCC is an independent Commonwealth statutory authority whose role is to enforce the Competition and Consumer Act 2010 and a range of additional legislation. This involves promoting competition, ensuring consumer protection and fair trading, as well as regulating monopoly infrastructure.

Duration: 12 month full-time program based in each State's capital cities.

How to apply

Applications open in March each year for positions commencing in February of the following year. You must submit your resume, a response to the questions in the application form and your academic transcript.

Contact details

Email: grad.jobs@accc.gov.au

More information at: <https://www.accc.gov.au/about-us/careers/graduate-opportunities>

ATTORNEY GENERAL'S DEPARTMENT

The AGD is charged with upholding the rule of law and providing support to the Australian Government to maintain and improve our systems for law and justice, national security, emergency management, and natural disaster relief. The Department deals with a number of areas, including: families and marriage; rights and protections; legal systems; crime and corruption; national security; emergency management; and international relations. The Australian Government Solicitor (AGS), one of four groups within AGD, provides legal services to the Commonwealth (legal advice and representation).

Duration: 12 month full-time graduate program in either the policy stream or legal practice stream.

How to apply

Applications open March 2021 for the 2022 graduate program. You must submit your resume, a response to the questions in the application form and your academic transcript.

Contact details

Email: HR.Assist@ag.gov.au

Phone: (02) 6141 6111

Apply at: www.ag.gov.au/about/careers/graduateprogram.

AUSTRALIAN FEDERAL POLICE

The AFP has established itself as a key player in the Australian security landscape, rising to complex challenges and responding swiftly to protect Australians as new threats emerge. The protection of Australia and Australian interests, including protecting people, assets and critical infrastructure remains a key focus for the AFP.

Duration: 12 month full-time graduate program based in Canberra.

How to apply

Applications open in February each year for positions commencing February of the following year. You will be required to submit a two-page cover letter, academic transcript, CV, employment suitability questionnaire, and a traffic history. Shortlisted candidates will be invited to an assessment centre.

Contact details

More information at: <https://www.afp.gov.au/careers/graduate-program>



AUSTRALIAN DEFENCE FORCE

There are a variety of defence roles which require legal skills, such as an Army Officer (Lawyer), Air Force Officer (Lawyer), Navy Lawyer (Legal Officer). Other roles include working within their Defence Legal Division, responsible for providing legal advice to the ADF or Department of Defence.

The ADF also offers a Defence University Scholarship, where they pay your remaining HELP degree fees and provide a guaranteed ADF job on graduation.

Duration: Durations vary according to the relevant training program or role you are applying to, or whether you have accepted a Defence University Scholarship. Generally, officers serve a minimum of between three and fourteen years, depending on your training duration.

If your degree has been sponsored, you would be required to commit to an Initial Minimum Period of Service after graduating, calculated on the number of years you have been sponsored plus one year (with a minimum of three years).

How to apply

Applications for the graduate officers or Defence University Scholarship are made online through their recruitment portal. You may be required to attend an assessment session, an Officer Selection Board and a fitness test.

Contact details

Phone: (07) 13 19 01

Online inquiry: <https://www.defencejobs.gov.au/contact-us>

Information about graduate opportunities at:
<https://www.defencejobs.gov.au/students-and-education/graduate-entry>

Information about the Defence University Scholarship at:
<https://www.defencejobs.gov.au/students-and-education/defence-university-sponsorship>

AUSTRALIAN PRUDENTIAL REGULATION AUTHORITY (APRA)

Authority (APRA) is an independent statutory authority that supervises institutions across banking, insurance and superannuation and promotes financial system stability in Australia. Working with APRA, you will help ensure that the savings, insurance policies and superannuation nest eggs of Australians are in safe hands.

Duration: 18 month full-time graduate program based in Sydney. Graduates will complete three-six month rotations across the frontline supervision, policy development and data analytics divisions.

How to apply

Applications open in March each year for positions commencing in February of the following year. You will be required to submit your resume, academic transcript. Shortlisted applicants will be asked to attend an assessment centre in Sydney.

Contact details

Phone: (02) 9210 3287

Email: graduatecareers@apra.gov.au

More information at <https://www.rba.gov.au/careers/graduate-careers/>

AUSTRALIAN SECURITIES & INVESTMENTS COMMISSION (ASIC)

ASIC is Australia's corporate, markets and financial services regulator. It contributes to Australia's economic reputation and wellbeing by ensuring that Australia's financial markets are fair and transparent, and supported by confident and informed investors and consumers. At ASIC, you may be involved in collecting and analysing evidence, seeking the opinions of finance and forensic experts, and within high-profile criminal and civil matters.

Duration: 12 month full-time graduate program based in either Sydney, Melbourne, Brisbane or Taraglon. Graduates will be involved in four, four-month rotations in surveillances, investigations, intelligence, data analytics, and consumer research.

How to apply

Applications open in March each year for positions commencing in January of the following year. Successful candidates will be invited to a video interview and must complete an online psychometric assessment.

Contact details

Email: graduateprogram@asic.gov.au

More information at: <https://careers.asic.gov.au/graduates-program>



AUSTRALIAN TAXATION OFFICE

The Australian Taxation Office (ATO) is the principal revenue collection agency of the Australian Government. Its role is to effectively manage the tax and superannuation systems that support and fund services for Australians.

Duration 12-month full-time graduate program. The ATO has offices based in all capital cities and some regional locations. Graduate positions are offered in a number of streams, and law graduates are encouraged to apply for the 'taxation' stream.

How to apply

Applications open in March each year for positions commencing in February of the following year. You will be required to provide your academic transcript and personal information. A resume and details of referees will be requested later if you progress through the assessments.

Contact details

Email: EntryLevelPrograms@ato.gov.au

More information at: <https://www.ato.gov.au/About-ATO/Careers/Entry-level-programs/The-ATO-Graduate-program/>

RESERVE BANK OF AUSTRALIA

The Reserve Bank of Australia is Australia's central bank. Its duty is to contribute to the maintenance of price stability, full employment and the economic prosperity and welfare of the Australian people.

Duration: Two-year full-time graduate program based in Sydney. Graduates in the 'law' stream may be asked to analyse Australian or overseas trends, prepare briefing notes on statistical releases, research developments in financial markets, or contribute analysis to monetary policy discussions.

How to apply

Applications open in February each year for positions commencing in February of the following year.

Contact details

Email: graduates@rba.gov.au

Phone: (02) 9551 8111

More information at:

<https://www.rba.gov.au/careers/graduate-careers/>

DEPARTMENT OF THE PRIME MINISTER & THE CABINET

The Department of PM&C assists the Prime Minister and Cabinet in policy matters, coordinates and monitors implementation of Government decisions, provides administrative support and facilitates government administration, intergovernmental relations and communications with State and Territory Governments. The Department provides policy advice on a range of issues: economic and industry policy, social policy, national security, international policy, and strategic policy.

Duration: 12 month full-time graduate program based in Canberra; however, rotations are available in regional areas. Graduates are able to choose from the generalist stream, or major in one of the other two 'specialist' streams: Indigenous Affairs or Corporate and Government.

How to apply

Applications close at the end of April each year for positions commencing in February of the following year. Applications must be made on the PM&C current opportunities page. You will be required to submit your resume, references and academic transcript.

Contact details

Email: EntryLevelPrograms@pmc.gov.au

More information at: <https://www.pmc.gov.au/pmc/careers/graduate-careers>

DEPARTMENT OF FOREIGN AFFAIRS & TRADE (DFAT)

DFAT provides foreign, trade and development policy advice to the government, and works with other government agencies to ensure that Australia's pursuit of its global, regional and bilateral interests is coordinated effectively.

Duration: Two-year full-time graduate program in either the policy or corporate management streams. On completion of the program, graduates take up a longer-term placement in the agency and become eligible to apply for overseas postings.

How to apply

Applications open in February each year. You will be required to provide a 500-word response to a question, a 100-word outline of who you are, details of two referees, along with your key academic and professional achievements, extra-curricular interests and work experience.

Contact details

Email: gradrec@dfat.gov.au

More information at: <https://www.dfat.gov.au/careers/dfat-aps-careers/graduate-program/Pages/graduate-program>



THE TREASURY

The Treasury provides advice, analysis and legislation to the Government to support the effective management of the Australian economy. The Treasury is engaged in a range of issues from macroeconomic policy settings to microeconomic reform, climate change to social policy, as well as tax policy and international agreements and forums. Areas of work as a graduate include fiscal policy, foreign investment, tax policies, financial services, social policy, and domestic and international economic conditions.

Duration: Two-year full-time graduate program based in Canberra. Comprises of two one-year rotations.

How to apply

Applications open in March each year for positions commencing in February of the following year. You will be required to submit your resume, academic transcript.

Contact details

Email: graduateprogram@treasury.gov.au

Phone: (02) 6263 2222

More information at: <https://graduates.treasury.gov.au>

QUEENSLAND TREASURY

Queensland Treasury is the government's expert on state finances and the economy. With Treasury, you will have the opportunity to work on a variety of projects and contribute to solutions that have a lasting impact on Queensland's prosperity.

Duration: 12 month full-time graduate program based in Brisbane.

How to apply

Applications for the 2021 Graduate Program close on 27 May 2020. Apply through Queensland Government's graduate portal at: <https://www.qld.gov.au/jobs/finding/graduates>

You will be required to complete the online application form, an online cognitive ability assessment, and submit your academic transcript and CV.

Contact details

Email: gradprog@treasury.qld.gov.au

More information at: <https://www.treasury.qld.gov.au/about-treasury/working-for-treasury/graduate-program/>

PROFILE: WENDY PEI

FORMER GRADUATE OFFICER AT QUEENSLAND TREASURY



Working in government, particularly in a central agency like Queensland Treasury, is a job that I never thought I would end up doing when I was in law school. Before I applied for graduate positions, I was heavily involved with community legal centres and practice in administrative law. Through this, I realised that I was passionate about the due administration of laws and appropriate controls on government power as a means of upholding democracy. I realised at the end of my degree that I did not want to work in a private law firm as it was not commensurate with my experience or interests, and I wanted to work where my employer shared my values of integrity and excellence.

For me, this meant working in government and in a department that strives for improvement and the delivery of quality services. I came into Treasury as a graduate and rotated through groups involving tax policy and legislation, GST distribution policies, and in-house legal counsel. These rotations not only broadened my understanding of what I can contribute to the organisation beyond just being a lawyer, they also helped me develop good policy and drafting skills to suit all audiences.

However, after my graduate year, I realised I did want to be a lawyer, and so my current permanent role involves working in tax litigation in the Office of State Revenue. My daily tasks involve drafting briefs to counsel and Crown Law, collating evidence, discussing litigation strategies, and preparing for conferences and hearings in QCAT and the Supreme Court. My role gives me incredible exposure to working with barristers and lawyers across both public and private sectors, and my supportive leaders have let me take the lead on many matters, even though I am still the most junior in the team.

Working in government also involves a lot of flexible working arrangements, and the ability to use your overtime work to take time off, which allows for many employees to find a healthy work-life balance to manage family life well. Treasury is a place that is filled with many incredible female leaders who empower younger women like myself and who model the fact that if an organisation is willing to support you, there is a lot that you can do. Through its culture of inclusion and support, working in Treasury made me realise that so much of satisfaction in a job is about who you work with, as opposed to what you do.



BOUTIQUE AND SMALL FIRMS

The first thing to remember about boutique firms is that the term “boutique” is not simply a euphemism for small. Rather, boutique law firms specialize in a niche area of law. Therefore, a boutique firm isn’t about size; it’s about specialization. A boutique law firm can provide expert legal advice and services to individuals or businesses in one or a select few areas of the law.

Although midsize and large law firms have structured themselves to offer a broad range of services, a growing number of lawyers are setting up these smaller practices, choosing to focus the work of the entire firm on one area of law. It is important to note that boutique firms generally do not have an official graduate program and offer legal positions within the firm on an intermittent basis. These positions will often be advertised on job search websites, university job boards, and on the firm’s website.

BRISBANE FAMILY LAW CENTRE

Brisbane Family Law Centre, led by Director Clarissa Rayward, was established in 2008. The firm prides themselves on providing quality legal advice, a very high standard of client care, as well as a genuine and sincere service. Brisbane Family Law Centre is a specialist family law firm that provides a range of services across family and relationship law, including on matters relating to divorce, surrogacy, adoption, spousal maintenance and property settlement.

Career opportunities with the firm can be found on their website. If you don’t see any jobs listed on the Careers page and would like for the firm to keep your details on file, please send your resume to hannah@bflc.com.au.

Brisbane Family Law Centre also runs a work experience program. For interested individuals, the following form must be filled out: <https://www.bflc.com.au/wp-content/uploads/Work-Experience-Form.pdf>

GRIFFITH HACK LAWYERS

Griffith Hack Lawyers is a specialist intellectual property firm. The firm aims to provide a range of intellectual property services including analysing the existing IP landscape to inform strategic and innovation investment decisions, assisting clients to obtain the maximum research and development funding available as well as guiding the integration of IP strategy with business strategy.

HARMERS WORKPLACE LAWYERS

Harmers Workplace Lawyers was formed in 1996 and is one of Australia's largest employment and industrial law practices with offices in Sydney, Melbourne and Brisbane. The firm focuses on innovative, high quality problem solving and a preventive approach across all areas of employment and industrial law.

The firm sometimes runs a summer clerkship program in Brisbane, however, differs from year to year. Clerkship programs in their Sydney office are advertised annually. For more information on the clerkship program: <https://harmers.com.au/recruitment/summer-winter-clerk-program/>

The firm is always interested in hearing from people who have a passion for employment law and are interested in working with them. For a private and confidential discussion on your career prospects with Harmers Workplace Lawyers, please contact Emma Pritchard or Kylie Cushway on email recruitment@harmers.com.au or phone on +61 2 9267 4322.

ROSE LITIGATION LAWYERS

Rose Litigation Lawyers is an innovative, boutique litigation firm specialising in commercial litigation, dispute resolution, corporate insolvency, building & construction, debt recovery and bankruptcy. The firm has offices on the Gold Coast, and more recently, in Brisbane. Their lawyers and solicitors are committed to proactively resolving disputes in the most efficient manner and have seasoned litigation lawyers and solicitors with experience in all Courts throughout Australia.

The firm offers various graduate opportunities including work experience placements, PLT placements and graduate positions. If you would like to apply for a position at the firm, it is asked that you make an application containing your CV, a covering letter advising why you think you would be a great candidate for the firm, and a copy of your academic transcript to careers@roselitigation.com.au. There are two intakes per year for this opportunity, the first being in May, and the second in September. To find out more information about applications dates and deadlines, please click the following link: <https://www.roselitigation.com.au/careers/>

SALERNO LAW

Since 2003, Salerno Law has been providing clients both within Australia and internationally with effective commercial and business legal solutions. The firm has offices in both Brisbane and on the Gold Coast. Salerno Law also provides Work Experience and Graduate Trainee opportunities to law students so that they can gain valuable experience in a full-service commercial law practice.

YHC LAWYERS CADETSHIP

YHC Lawyers is a small law firm that provides legal advice in the area of property, business and succession law. The firm consists of Principal Lawyer, Shen Chow, and Director, Loan Chow. The firm has been listed in Doyle's guide 2019 as a recommended Wills, Estates and Succession Planning Law firm.

The firm runs a cadetship program for early-year law students. It is an exciting opportunity for law students to work part-time in a law firm before they graduate. The students will work one-on-one with the directors. First year students are particularly encouraged to apply. This is a paid position (not an internship or clerkship).

Recruitment usually opens in August for a position to commence at the beginning of next year. Cadet applications for a position to commence in February 2021 are currently being accepted.

Applications open: Wednesday 5 August 2020

Applications close: 5.00PM Thursday 20 August 2020

To be eligible to apply for this position, you must have an appropriate Australian work visa or be an Australian citizen.

Email your application to hrcadet@yhclawyers.com.au. In your cover letter you advise your availability. The options available are: 2 days a week or 3 days a week; and 3. Include your CV, cover letter and copy of academic transcript in PDF format as separate attachments. You can convert Word documents to PDF with most versions of Word. Use Google to find other ideas if you get stuck.

PROFILE: KIARAH GRACE KELLY

COLLABORATIVE FAMILY LAWYER AT BRISBANE FAMILY LAW CENTRE



I decided I might like to become a lawyer when I was still in primary school- my Grade Six teacher prescribed an assignment where we had to write a short story about what we wanted to be. I had no idea what I wrote and, in the panic following that assignment, I put my head down to figure it all out- a career in the Law is what I came up with.

Fast forward to university, I filled my days with work in a busy Conveyancing practice as a settlement clerk, consumed myself with LSA politics and attended any university-organised networking event I could. I was sure of at least one thing- academia wasn't for me and my finishing GPA wasn't going to be noteworthy. I found myself so much more interested in working in a law practice and my extra-curricular activities than chasing perfect grades. I didn't beat myself up about that, I was just different in that sense.

I knew that the law followed two rough paths- 'transactional lawyering' and 'people lawyering', and I knew I'd prefer the latter. Eventually, I narrowed that down to family law, attracted to playing a supportive role in my client's lives. I turned my mind to what the family law industry actually looked like, and I encourage readers to do the same. I asked myself questions such as- What family law firms do I know of? Where are they located? What size are they? Who works there? How do they recruit? In my research I stumbled across a Facebook post by Clarissa Rayward, who called herself 'the Happy Family Lawyer'. I had a persona of what I thought a modern lawyer should be. So, I worked backwards from there.

I encourage all law students of today to work hard to visualise what their ideal legal career looks like (beyond just the Grad year) and spend time working out how to get there. If I knew I wanted to work at a Boutique family law practice, I wasn't going to exhaust myself with pursuits that wouldn't serve me to get there. Importantly, I wasn't going to measure my worth on whether I got a Clerkship on Eagle Street, why would I? Instead, I obsessed over- learning the ropes at the Boutique firm I was working at (but, like, really knowing the business), I was going to upskill in family law the best I could (beyond what they teach at Uni), I was going to build a personal brand (to keep myself accountable as to who I wanted to be, and because I knew that was important to my dream employer) and I was going to hang out where Boutique firm owners hung out (I went to panel events, I volunteered at my local CLC and I volunteered at the Family Law Practitioners Association conference).

Today, I'm a second year Lawyer working at Brisbane Family Law Centre, headed up by Clarissa Rayward (yes, that Happy Family Lawyer), I have a busy file load and help people be the best they can be following separation and divorce. I spend my days meeting new clients, getting to know my client's financial situations, learning about my client's children's best interests, getting to know my client's goals, drafting offers, negotiating, attending conferences and mediations and attending Court. I get to be well across commercial matters, understand children's needs, negotiate for a living, and then send my client off into their new normal- hopefully with a smile on their face and with some excitement for what's next.



PLAINTIFF PERSONAL INJURY FIRMS

Personal injury law deals with general physical and/or psychological damages to an individual that are the fault/s of another responsible party, be it a driver of another car, an individual, employer or the owner or manager of a public space. Plaintiff personal injury lawyers work to ensure that their clients' rights are protected, and that the client receives a fair settlement to compensate for his or her injuries. There are many firms in Australia that specialise in plaintiff personal injury law and are well-renowned for the legal services they provide in this space. They usually provide legal services on a 'no win, no fee' basis.

A career in plaintiff personal injury law is perfect for an individual with a strong sense of social justice, and who would enjoy a career with a high degree of client contact.

MAURICE BLACKBURN LAWYERS

Maurice Blackburn Lawyers was founded in 1919 by Maurice McRae Blackburn, a Labor party politician and social justice activist. The firm is an Australian plaintiff law firm, having represented clients in a number of high-profile cases, including the Centro Class Action and the MUA Waterfront Dispute Case, since its establishment. Maurice Blackburn is a self-proclaimed leading social justice firm, and has been recognised in Doyle's Guide 2019 as a leading Medical Negligence Compensation (Plaintiff) Law firm.

The 12-month Graduate Program provides a broad range of training designed to give you insight into all aspects of plaintiff law. The firm also supports its graduates in their completion of Practical Legal Training. Graduate programs are only run in Queensland and Victoria. Previous Seasonal Clerks and current employees will be eligible to apply for a priority offer to commence as a Law Graduate. The firm runs its seasonal clerkship program annually, with applications opening in the first week of March.

For more information please visit:
<https://www.mauriceblackburn.com.au/careers/clerkships-graduates/>

Note: the firm's clerkship program was cancelled in 2020, however final year law students in 2021 are invited to apply for the 2021 Seasonal Clerkship Program.

MURPHYSCHMIDT SOLICITORS

The origins of MurphySchmidt can be traced back more than 50 years to one of Queensland's oldest and most respected law firms. The firm specialises in personal injuries law and wills & estates law but is particularly renowned for its personal injuries team.

The firm recruits Research Cadets annually. The Research Cadets work on a casual or part time within the firm, and are usually early-year law students. This opportunity will be advertised on the firm's job board, but will also be advertised on university careers pages.

For recruitment opportunities, click on the following link to the firm's job board:
<https://www.murphyschmidt.com.au/careers/currently-recruiting>

If the firm is not actively recruiting, law students and graduates are still encouraged to submit their CV for future opportunities to careers@murphyschmidt.com.au

SHINE LAWYERS

Shine Lawyers was founded more than 40 years ago in Toowoomba, by a lawyer who wanted to do things differently and believed in always putting his clients first. They're a firm specialising in personal injury compensation law, operating on a no win no fee basis. The firm has expanded into providing professional negligence, coal seam gas and aviation law legal services through a number of acquisitions. However, they are primarily renowned for being a leading firm in motor vehicle accident compensation, and work injury compensation.

Shine Lawyers also has many offices in regional and rural Australia. For those interested in undertaking personal injury work in a rural area, Shine Lawyers may be the firm for you.

Current jobs: can be found through the firm's job board:
<https://www.shine.com.au/careers/current-jobs>

Clerkship applications: accepted from August 2020 via www.shine.com.au/careers

Graduate positions: priority offers open in June 2020, for previous clerks & current Shine employees. If applicable, public applications accepted from August 2020 via www.shine.com.au/careers



PROFILE: AMANDA GILMOUR

LEGAL PRACTICE MANAGER AND ASSOCIATE AT SHINE LAWYERS

I have been working as a plaintiff personal injury lawyer for over 13 years. When I graduated from university in 2005 I was working as a legal assistant at a small suburban general practice where I was exposed to family law, personal injury, wills and estates, general litigation and conveyancing. I was particularly drawn to the “people” side of law like personal injury and family law areas and was fortunate to complete my Articles of Clerkship at that practice for the following two years.

Following my admission, I decided to move into Brisbane CBD to expand my legal career and commenced working as a first year lawyer at a boutique personal injuries practice. I worked there for almost three years, working under 7 different partners and learning a great deal of skills that I still use today. I then moved to the Gold Coast and worked for another boutique practice for approximately a year before commencing my career at Shine Lawyers, a national personal injury firm.

I’ve been working at Shine Lawyers for 9 years now and still enjoy my work as a plaintiff personal injury lawyer each day. I get to assist people who have been injured in work or motor vehicle accidents through no fault of their own and help them achieve financial outcomes which can help them seek treatment, obtain alternative employment or otherwise help with their family and future. I also lead a team of lawyers, paralegals and administrative assistants and it’s satisfying to see their contribution and outcomes they achieve.

My advice for any graduates who are interested in personal injury (and for those who may not have considered this area of law) is to give it a go and be open to any opportunities in a law firm which enable you to learn and grow such as paralegal or admin assistant. If you enjoy working with people every day and want to make a real difference in a person’s life, personal injury could be your area of law!

IN-HOUSE LEGAL WORK

What is an In-House Lawyer?

Many organisations will employ legal counsel to work solely for the firm. The type of work will vary depending on the nature of the organisation, but can include contract law, company secretarial work, regulatory approval and compliance, banking and securities law, protection of intellectual property, employment law, or consumer law.

The experience of working in-house is one that is entirely distinct from working within a law firm. Inhouse practitioners often benefit from flexible working hours, an opportunity to participate in business decision making, an absence of billable quotas and a favourable work-life balance.

In addition, research by the Australian Corporate Lawyers Association has shown that 80% of inhouse lawyers receive value added benefits: » 57% receive a bonus » 22% receive superannuation greater than the employer compulsory contribution » 3% receive fringe benefits tax benefits associated with working for a charity.

Who Represents In-House Lawyers?

The Association of Corporate Counsel Australia ('ACCA') is the peak body for in-house lawyers. They host events, conferences, training workshops, and even have a yearly mentoring programme, which pairs less experienced in-house lawyers with mentors from a different industry sector. More information: <http://acla.acc.com/>

Further Educational Opportunities

The College of Law offers a Master of Laws (Applied Law), through which you may specialise in In-House Practice. The courses deal with the commercial aspects of being an in-house lawyer and include areas such as dispute and project management.

More information: <https://www.collaw.edu.au/learn-with-us/our-programs/postgraduate-appliedlaw-programs/in-house-practice>

Pathways to In-House Legal Work

Generally, lawyers who work in house are already qualified to practise as solicitors and have extensive industry experience. In-house solicitors often start out in a law firm doing corporate and commercial legal work, before moving to an internal legal team. Many law firms also provide experienced legal counsel and provide graduates with opportunities to undertake secondments within in-house teams. Although many organisations have in-house legal departments, very few offer graduate-level positions. Employment positions are generally advertised on the organisation's website and secondments are usually arranged internally.



PROFILE: MATTHEW FLINT

SENIOR CONTRACTS MANAGER AND LEGAL COUNSEL AT ABT ASSOCIATES

I actually started studying Engineering/Business at UQ, but bombed the maths subjects because I wasn't motivated enough to study. I switched to Law/Commerce [full credit to Nick James' Business Law course which I loved] and applied myself. I enjoyed studying the dual degree and found that the different disciplines helped me to stay interested and engaged. My lasting memories of Uni are the 10 weeks of bliss followed by 3 weeks of intense stress - perfect conditioning for the "real" world where everything is urgent and prioritising is critical.

After a few summer breaks alternating between teaching skiing in the USA [shout-out to CCUSA] and on the beach at Airlie I arrived at the end of my degree and the next decision about my future. For me, it made sense to get a law job, get admitted as a solicitor, then decide if I wanted to stay in law or pivot elsewhere. For those of you currently unsure, it might be a good idea to apply for the jobs at the firms, apply for the Judges Associateships, apply for the Big4 and then take whatever you can get. It's always easier to get a job when you've got a job.

I was fortunate to get a grad position at Mills Oakley in their Corporate and Property teams learning about general commercial contracting, conveyancing, financing, franchising and a few other areas. I had great mentors who helped guide me [you'll find yours]. I completed the Practical Legal Training [what a racket] and was admitted as a Solicitor.

After Mills I joined Gadens and learned a huge amount about law, law firms, the importance of discipline and eventually, that I didn't want to account for every 6 minutes of my time. I used the money from my law jobs to go travelling and returned poorer but tanned. Then I fell backwards into a job at Abt Associates.

I was entirely ignorant of the International Development industry [DFAT/DFID/FCO/USAID etc] and all of the managing contractors [Abt, Cardno, Palladium, Coffey, Adam Smith, OPM, etc] before I joined Abt. I had just returned from 14 months travelling overland from SE Asia to Europe and over a well-timed coffee a friend of mine [conveniently the Talent Acquisition Manager at Abt - ...use your networks] suggested that I apply for a contracts role.

My official title is Senior Contracts Manager and Legal Counsel. The role continues to evolve but so far I have had the opportunity to add value in government contracting, procurement, grants, negotiation, templating, advice, employment law, workflow management [JIRA ftw], corporate governance, document management, et al. At its most simplest we implement Health, Education and Governance programs domestically and internationally. We work in countries like Australia, PNG, Timor, Philippines, Indonesia, Pacific Islands [our UK office works in Europe/Africa/Middle East and our US Parent works in the USA and globally]. As an in-house lawyer the focus is on serving the "Client" meaning the business. My day is filled with approvals, mentoring/training staff, writing policies and procedures [so the knowledge is easily shared] and general problem solving. I am very fortunate to have great bosses who are very generous with their time. The journey continues.

Advice for Law Students

People tend to give advice that confirms their life choices - so be wary! Probably best to listen to the advice you're given, then do what you were going to do anyway. The truth is that resonate with you will be difficult to escape/forget. Enjoy your time at University [study for the grade you want, make friends with people who build you up, find the things you are interested in]. Basic skills will always be valuable [including but not limited to: word/excel/PowerPoint or the Google alternatives, data analysis, distilling complex problems into simple solutions]. Help other people. Plant trees. Make your bed in the morning.



CRIMINAL LAW

CRIMINAL DEFENCE FIRMS

If you have an interest in criminal defence and wish to gain experience in the area, reach out to criminal defence firms and request work experience or job opportunities as a clerk. Some firms offer a Summer Clerkship Program, but these opportunities are rare. Such roles often involve appearing in court for mentions, allowing you to interact with the courts at an early stage in your law career. Making contacts in this manner is important for criminal defence, and firms are ordinarily open to taking on work experience and PLT students.

Many criminal defence firms also provide services in relation to employment law, traffic law and domestic violence. Further, closely linked to criminal law matters is human rights law, and with the new Human Rights Act 2019 (Qld), the intersection between these areas is an interesting space to watch.

ALLEN & SEARING CRIMINAL LAWYERS

Based on the Gold Coast, Allen & Searing Criminal Lawyers are a leading criminal defence firm practising exclusively in the field of criminal law. They have an excellent reputation in defending traffic offences.

CRIDLAND & HUA LAWYERS

With dedicated offices in Brisbane and Inala, Cridland & Hua handles the entire gamut of Brisbane criminal matters, however, their practice has a reputation for successfully managing high-level drug trafficking and drug importation matters involving some of the most complicated and protracted national and international multi-agency police investigations ever conducted in Australia.

FISHER DORE LAWYERS

Fisher Dore Lawyers is a leading criminal law firm in Queensland with offices in Brisbane, Beenleigh, Rockhampton, Bundaberg, Mackay and Maroochydore. With 45 combined years of experience between their two accredited criminal law specialists and 154 appeals in 13 years, they are recognised as first tier in the Doyle's Guide. They represent clients in a wide range of criminal law matters, including drug charges, cyber and computer crime, professional misconduct, human rights and migration.

GILSHENAN & LUTON LAWYERS

Gilshenan & Luton Lawyers is a top tier criminal law firm that commenced in 1924, and recently opened an office in Caboolture. They defend criminal charges across the entire range of offences – from straightforward matters such as minor assaults and drug possession, to the most complex cases of homicide, financial crime and large-scale drug matters.

The firm is one of the few in the criminal law field that offer a Summer Clerkship Program. For more details, see <https://www.gnl.com.au/about/summer-clerkships/>.

JACOBSON MAHONY LAWYERS

Jacobson Mahony Lawyers is a specialised, boutique criminal and quasi-criminal defence firm practising predominately throughout Queensland and New South Wales. They are listed as a top tier firm in criminal law practice.

MULCAHY RYAN LAWYERS

Mulcahy Ryan Criminal Lawyers is a boutique Australian law firm specialising exclusively in criminal law. With more than 25 years of experience, they cover many criminal and traffic offences including drug offences, murder/manslaughter, fraud and computer related crimes.

ROBERTSON O'GORMAN SOLICITORS

Robertson O'Gorman Solicitors is a leading criminal law firm in Queensland recognised consistently as first-tier by the Doyle's Guide. They specialise in criminal law but have significant experience in other fields, including employment law and traffic law. With more than 40 years of experience, they have represented clients in the High Court of Australia on numerous occasions.



PROFILE: ELLEN WOOD
SOLICITOR AT ROBERTSON O'GORMAN

I work as a criminal defence solicitor. I can tell you honestly that I never thought I would be practicing in crime when I was a university student. I thought that the goal was to get a clerkship and a graduate job at a top tier firm, without actually asking myself if that was something that I wanted. So, I completed a couple of clerkships and stayed on as a law clerk at a firm in my final year of university, and then I accepted a graduate job... but the issue was that I wasn't interested in the work I was doing. I didn't feel passionate about it. It was an amazing experience and I still encourage you to apply and obtain that perspective if you can, because it helped me work out what I wanted from a career in law.

I applied for judges' associateship positions, was fortunate enough to get one, and deferred my graduate job for 12 months. I learned so much as an associate to a judge. In this position I was in court daily, exposed to criminal proceedings with a front row seat to witnessing some incredible advocacy. It was during my year as an associate that I really cemented my interest in criminal law, and ultimately decided to pursue a career in criminal defence.

I am drawn to working in criminal law because of the impact it has on people's lives. It's a practice that requires empathy. There are days that are definitely more challenging than others, but I am genuinely always intrigued with the work. I assist people from all walks of life, and I have seen first-hand how stressful the criminal process is for my clients and their families. Criminal law involves more than just skill and knowledge of the law, and I often find myself dealing with much more than just legal issues. I think criminal law is fascinating, and I'm so glad that all of my experiences lead me to my current role.

So, I think the take home message is have patience that you will end up where you want to be in your career. We are constantly reminded about how 'competitive' the legal industry is for young lawyers, but you have a choice. Be open to taking on new opportunities that you may not have previously considered. And above all else, look after yourself.

OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS



The Office of the Director of Public Prosecutions (ODPP) prosecutes criminal matters for the state of Queensland. If you're interested in working as a criminal barrister or in the criminal field generally, the ODPP offers a Work Experience Placement Program (WEPP) throughout the year and in a number of locations across Queensland. Applications should be made directly to the TC Beirne School of Law. More information is available at <https://law.uq.edu.au/current-students/careers-overseas/work/odpp>.

Duration: 4-week full-time placement during Winter (24 June - 19 July), Spring (9 September - 4 October) or Summer (18 November - 13 December)

Please note that due to restrictions associated with COVID-19, the ODPP Winter WEPP for 2020 has been altered. Applications for summer intake close 4 September 2020.

How to Apply

To apply, email an application form, CV and academic transcript to Jo Williams (employability specialist, TC Beirne School of Law).

Contact Details Email: jo.williams@uq.edu.au.

Phone: (07) 3365 4222

If you are interested in entry-level or paralegal positions at the ODPP, vacancies are advertised on SmartJobs.

LEGAL AID QUEENSLAND (Crime)

Legal Aid Queensland provides legal assistance to financially disadvantaged people in criminal, family and civil law matters. They are funded by the Queensland Government to undertake state law matters, and the Australian Government to undertake Commonwealth law matters.

They offer university-based work experience programs and vacation clerkships and have previously offered a Graduate Program in 2018-19. For information about these opportunities, contact BEL Student Employability Team and closely monitor SmartJobs.



PROFILE: MADELINE WOOD
LITIGATION SUPPORT OFFICER AT
LEGAL AID QUEENSLAND (CRIMINAL
LAW DIVISION)

I started my law/commerce degree at Griffith University in 2016. With no practical experience in law, at that time I was interested in being a commercial litigation lawyer. In my second year of university, I was fortunate enough to be offered a part-time job at Legal Aid Queensland in their Contact Centre. In this position, I interacted with clients on the phone and assisted them with legal matters concerning family, criminal and civil law.

As part of the Internship Clinic at university, I was given the opportunity to intern at Minter Ellison Gold Coast in their Real Estate and Property team. This was an amazing experience where I was fortunate enough to work directly with solicitors and assist commercial clients with their legal matters. Shortly after this, I gained work experience at Ashurst Australia in their Dispute Resolutions team. This was an exciting opportunity given my interest in commercial litigation and whilst I thoroughly enjoyed the experience, it allowed me to conclude that commercial law was not for me.

At this time, I applied for a position as a Litigation Support Officer within the Legal Aid Violence Prevention and Women's Advocacy Team. In this position I assisted solicitors in matters concerning domestic violence, parenting disputes and child protection. I gained significant experience and understanding of the Family Court system and how domestic violence was dealt with in the Magistrates court.

I now work as a Litigation Support Officer in the Criminal Law Division of Legal Aid. Having had experience in many different areas of law, I know that criminal law is an area that I am passionate about. I highly value the experience I gained in commercial law, however what it lacked for me was client interaction and the feeling of accomplishment in helping an individual. I love working with people and getting to assist financial and socially disadvantaged clients in their legal matters is a rewarding experience. I am looking forward to graduating in 2020 and continuing gaining experience with the hopes of being admitted and working as a criminal lawyer.

It is through my practical experience that I truly understood the legal profession and where I wanted my career to involve. I recommend trying to gain such experiences through university; using this time to narrow your focus and find an area of law that interests you.

LEGAL ACADEMIA

What is Academia?

The role of an academic in a university context generally has three component parts: research, teaching, and service. Research entails publishing work both as an individual and in collaboration with other academics. Being able to work in a group is therefore a key skill for those considering a career in academia. Teaching involves taking university courses, both as a lecturer and a tutor, and may involve acting as a supervisor for students in research higher degree and PhD programs. Service encompasses a broad range of things from coordinating extra-curricular programs, to facilitating university community outreach initiatives.

Academia is an attractive career for those with an inquiring mind and a passion for research. If you choose to pursue a career as an academic, you will have the unique opportunity to become an expert in an area of the law and directly contribute to the development of a field of legal knowledge. As respected experts in their chosen field, academics have influence on the interpretation and development of the law through their writing. Academics also play a valuable role shaping the next generation of lawyers through their work as lecturers and supervisors. There are also international opportunities available for those interested in academia. Academics may travel to other countries for conferences or to carry out research, and may be appointed to positions in overseas universities. If you like the idea of working in a collegiate environment with no end to intellectual stimulation, academia may be the career for you.

Pathways to Academia

Securing a position at a university faculty is no mean feat: such positions are often highly competitive. For those interested in a career as an academic there are certain things to be aware of to give you the best chance of landing a job as an academic.

First, it is increasingly important to have completed post-graduate research in an allied field of study. While requirements vary from country to country, law schools in many countries require at least a master's degree. Second, while academia is by no means an exclusive club for those with impeccable grades, a strong academic record will be invaluable. Third, it is important to start building a portfolio of 'publishable' research.

The faculty you apply to will be interested in seeing a genuine interest in producing research for publication. Take advantage of opportunities to contribute to school law journals or journals associated with a student law society. Finally, take advantage of the easy access to tutors, lecturers and professors that you have while at university. There are plenty of friendly academics, not just in the law faculty, who will be happy to discuss potential career paths with you, and mentor you along your journey.



PROFILE: DR REBECCA ANANIAN- WELSH

SENIOR LECTURER, UQ LAW

I never intended to become an academic, but now I couldn't imagine a better job. I completed my degree (in Law and Psychology) in 2007, with ambitions to become a barrister. But my interests in constitutional law and counter-terrorism left me confused about a possible career path. Over the next two years I was a graduate legal officer with the Attorney-General's Department Canberra, then a litigation Solicitor at DLA Piper Sydney. These were invaluable experiences. However, gradually I realised that I needed to personally care about what I was advocating and why, the legal issues alone weren't enough to maintain my interest or morale. One day I attended a talk by a prominent Professor. The speaker was advocating for law reform in a targeted and powerful way, and I realised that this was the kind of advocate I wanted to be. So, I quit my job (again). This time to join Professor George Williams' 'Terrorism and Democracy' project as a PhD student and, in a sense, a trainee academic.

My experience in academia has been overwhelmingly positive. Academia has a rare combination of flexibility, independence and job-security. I set my own pace and direction. I am guided by what I find important, intriguing, complex, or troubling in the world around me. I have been mentored by incredible scholars in how to craft and tackle a research problem and hone persuasive arguments. I have intellectual freedom and can work, for the most part, where and when suits me best. Office work grated on me, as did the sometimes top-down nature of the APS. I was surprised to find a more comfortable, interactive dynamic in the classroom. As an academic, I have travelled the world for conferences and research. I have engaged and collaborated with inspiring leaders: from academia, the judiciary, practice, journalism and more. I have given evidence before parliamentary committees and had a tangible impact on law reform and public debate. I am always learning, able to be open to new opportunities as they arise. I am rarely, if ever, bored.

To become a law academic today, you need a PhD. This takes 3-4 years and can be daunting straight out of a law degree. But it's a critical time to gain mentoring, learn self-directed research and writing skills, and to hone your field of interest and expertise. Some go straight from undergraduate to postgraduate study. Others, like me, take a more circuitous route. As an academic, your job will consist of research (including publications), teaching, and 'service' (to the Faculty and broader community). For most academics, this is a 40:40:20 split.

Academia isn't for everyone and it is a very different environment to the usual workplace. It favours strong communicators and critical thinkers. Public speakers will be attracted to teaching and the collaborative aspects of research. Others may be attracted to the focus on independent research and writing. It helps to be independent, intellectually curious, and strongly self-motivated. Personally, I enjoy change, the challenge of communicating complex things to a range of audiences, and the feeling of always learning, as well as, once in a while, making a difference.



What is a Barrister?

In Queensland, there is a division between the work of solicitors and barristers. A barrister is a specialist advocate who appears before Courts and Tribunals and is an 'Officer of the Court' who practises independently. Typically, barristers working at the private bar accepting instructions from solicitors, including those employed by Crown Law, and act for clients in matters that reflect their interest and expertise. Barristers may also be employed by government departments including the Office of the Director of Public Prosecutions or Legal Aid Australia.

Barristers are often called upon to give legal advice and assist with dispute resolution. An increasing number of barristers are now specialising in Alternative Dispute Resolution and arbitration. Furthermore, barristers can become involved in law reform and pro bono work through the Bar Association of Queensland.

Pathways to the Bar

In Queensland, the Bar is regulated by the Rules of the Bar Association of Queensland. Like solicitors, barristers are required to have a law degree (either the Bachelor of Laws or the Juris Doctor). They must also complete the Practical Legal Training ('PLT') course and be admitted to the legal profession, at which point they receive a solicitor's practising certificate. At this point, a barrister-to-be's path diverges from that of a solicitor. Bar Exams must be undertaken, which cover areas such as legal ethics, practice and procedure, and evidence. Once you pass the exams, you may commence the Bar Practice Course, which runs for six weeks. Both the Exams and the Course are offered through the Bar Association of Queensland. For more information visit: <https://www.qldbar.asn.au/#/practising-requirements>

Opportunities for Students

There are a number of opportunities for students to network with barristers or gain work experience in a barristers' chambers:

- Barrister's Work Experience Program. This program is run by the UQLS. Successful applicants shadow a barrister for two days usually in September.
- Barrister's Assistance Team (BAT). This program is run by the Pro Bono Centre. Successful applicants are emailed whenever a barrister requests student assistance to carry out short-term research tasks.
- Wigs at the Bar. This is a networking event run by the Justice and the Law Society normally in semester 2 which gives students the opportunity to talk with barristers, judges and JAs.
- Barrister's Assistant: Many barristers employ law students to assist with legal research, brief management and document drafting. Such positions are advertised widely and not infrequently but availability is often subject to the barrister's caseload.

PROFILE: REIMEN HII

BARRISTER AND NATIONALLY ACCREDITED MEDIATOR, LEVEL 15 INNS OF COURT

I graduated from UQ (Arts and Law) in the wake of the GFC in 2010. As a result, my career has been a varied one by circumstance and necessity – I worked as a Judge’s Associate, and then sometime at different organisations here and abroad (including the UN, government bodies, multinational firms, and boutique practices) before I made the decision to join the independent Bar.

I did not give much thought to becoming a barrister until I spent a few years practicing as a solicitor. I enjoyed having the autonomy of running my own files as a solicitor-advocate, and the pageantry and adrenaline of going to Court; so in 2017 with encouragement of colleagues and senior lawyers I had worked with, I figured I would sit the Bar Practice Course which consisted of 3 exams and a 6-week course to practice as a specialist advocate.

My experience at the Bar has been overwhelmingly positive and rewarding. Despite each practitioner technically being in competition with one another, collegiality in the law (particularly the Bar) remains one of its greatest strengths – there’s always someone who is willing to help out or bounce ideas off.

Being self-employed allows me the opportunity to work on a diverse range of matters – I have a broad practice involving predominantly civil/commercial, family, human rights, and international law. I also take on other matters such as the occasional criminal dispute; at the same time, I’m able to develop a speciality & devote myself to the intricacies of each matter, and pursue other interests such as teaching and writing.

A career at the Bar isn’t for everyone, but I’ve found it to be extremely fulfilling. One of my surreal moments earlier in my career was the opportunity to work overseas in a Pacific Island court as a registrar and reserve magistrate despite being relatively junior. There are many successful barristers who go straight to the Bar after university, though I recommend spending some time working as a practitioner before making “the leap”. My experiences have allowed me to develop the skills and mindset to practice on my own as a barrister. I recommend the Bar to anyone who is intellectually curious, disciplined and self-motivated.

To law students unsure about their pathway or looking to ‘stand out’ when entering the profession, I recommend getting involved in assisting pro bono through the UQ’s Pro Bono Centre, or your local CLC. Say yes to opportunities & don’t be afraid to reaching out to those you would like to emulate. I found also my experiences at QPILCH (now LawRight) to be personally rewarding and invaluable – I learnt things I wouldn’t be able to from just my uni studies.



ABOUT THE JUSTICE AND THE LAW SOCIETY

The UQ Justice and the Law Society is a student society dedicated to promoting social justice through legal advocacy. Some of JATL's key objectives include: » Raising awareness of the interaction between the law and social justice » Examining the social context surrounding the legal system » Facilitating discussion about the law and its implications » Facilitating professional networking and career development.

JATL achieves these goals by hosting professional networking, social and fundraising functions along with regular educational seminars. JATL also publishes an annual academic journal and online blog which tackle tough social justice issues in the law.

For more information about the work we do and our upcoming events, or to become a member, please visit our website www.jatl.org or our Facebook page www.facebook.com/justiceandthelaw.

JATL's work would also not be possible without the assistance of our generous corporate sponsors. If you are a professional member, or are interested in supporting the work of the Justice and the Law Society we invite you to get in touch with our sponsorship officer at sponsorship@jatl.org

CAREERS TEAM 2020



BEYOND
EAGLE STREET **GUIDE**



Artwork by Kristy Do (Careers Officer 2020)



The Justice and the Law Society (JATL) is a student society under the University of Queensland's UQ Union.

This Guide provides career advice about a wide variety of local vocational pathways beyond the top-tier. The Beyond Eagle Street Event emphasises networking with barristers, magistrates, and judges' associates, and the exploration of mid-tier, boutique, and rural/regional firms, as well as government and in-house legal departments - among many other legal career pathways.

The Beyond Eagle Street Guide publication compiles the alternative career pathways and volunteering opportunities students can explore.

The 2020 Edition of the Beyond Eagle Street Guide was produced by:

**The Justice and the Law Society's
Careers Portfolio
Marketing Portfolio**