



# BEYOND EAGLE STREET GUIDE 2023



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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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# President's Foreword



The Justice and Law Society (JATL) is a student society affiliated with The University of Queensland's School of Law and student union. One of the core objectives of our society is to provide professional networking opportunities to students interested in pursuing careers 'beyond Eagle street'.

Law and legal process underpin a wide range of activities in our community. However, in my experience it often difficult to know exactly what is 'out there' in terms of career pathways for a law graduate. While most law students are familiar with the clerkship process adopted by the large commercial law firms, few are aware of the various diverse alternative pathways.

The Beyond Eagle Street Guide seeks to fill this gap by providing information on the many options available to law students upon graduation, whether that be working in a community or regional firm, the government, the courts or in-house. The testimonials from past graduates empower and inspire current students to pursue a career outside of established corporatised norms.

I would encourage all law students, from first to final year, to consider where they would like to take their law degree. And to those thinking they would like to venture off the well-worn path of Eagle Street, I wish you the very best and hope that you find this guide useful.

**Cara Rowe, President**

# Vice-President's Foreword



Like many law students, I entered my law degree at 17 with vague ambitions of making a positive contribution to society without any idea of what that looks like in practice. Over the next few years, the message I received was that this was naïve; that I needed to focus on becoming employable and attaining a respectable job in a corporate law firm.

Defining what it means to have a 'successful career' so narrowly provides an unattainable goal for most law students. Last year, of many thousands of law graduates, there were only around 600 hired by top-tier law firms across Australia. Even if there were enough top-tier corporate law jobs to go around, prestige and a high salary doesn't always equate to work that aligns with passions, positive culture, or values.

Research shows that prestige and money don't necessarily make us happier in our work.<sup>1</sup> Despite this, information about pursuing careers in corporate firms is far more readily accessible to law students.

A couple of years ago, I was overjoyed to be offered a job in a community legal centre and resigned from my role at a corporate law firm. Despite my excitement to engage in work that aligns with my values, some peers questioned if having a paid role in the community legal sector was even possible, and others cautioned I was harming my future employability in the corporate sector. This experience emphasised the importance of dispelling misconceptions about alternative legal careers and encouraging students to follow their passions and values – which we hope to achieve through this Guide.

Unfortunately, the JATL Careers team does not currently have the resources to revolutionise how we choose and engage in work. Nevertheless, we have compiled this guide to provide you with information about non-corporate career pathways, hoping that arming you with knowledge helps you find fulfilling employment. I hope the testimonials show you that your pathway doesn't have to be conventional or linear; that some of the roles spark interest and passion; and that this guide helps dispel the perception that your worth is determined by how prestigious your job is perceived to be.

**Maeve Lu, VP Careers**

<sup>1</sup> Daniel Kahneman and Angus Deaton, 'High income improves evaluation of life but not emotional well-being' (2010) 107(38) PNAS; Patric Diriwaechter and Elena Shvartsman, 'The anticipation and adaptation effects of intra- and interpersonal wage changes on job satisfaction' (2018) 146 Journal of Economic Behavior & Organization 116; Lawrence Krieger and Kennon Sheldon, 'What Makes Lawyers Happy: A Data-Driven Prescription to Redefine Professional Success' (2015) 83(2) George Washington Law Review.



# The Careers Team



**Kasey Chandler**

I entered my law degree with a very strict idea of what a legal career would look like. Unfortunately this meant that by my third year, when this was not something that I wanted to pursue anymore it made me question my whole degree. That was until I first attended the Beyond Eagle Street event and was truly exposed to the amazing number of opportunities that exist for law graduates. A career in law is too often associated with overworked white men in suits and the diversity that can actually exist in the industry is not given the attention it deserves. If I knew about the information in this guide earlier I could have skipped the questioning and remained passionate about a career in law from my first ever seminar.

Like many law students, I chose to study law because I hoped it would provide me with universal, unique, and valuable skills that I would be able to bring to bear in any number of a wide variety of professional contexts. This year's Beyond Eagle Street Guide does the valuable work of reminding law students that their horizons are much broader than just the usual slate of commercial law firms that line Eagle Street. For this reason, I am very grateful to have been able to work with the Careers Team at JATL this year. We hope you find the Guide as helpful and interesting as we have.



**Grace Cameron**

As someone who has explored varied career paths, I understand the importance of finding a profession that truly inspires and excites you. With so many different options available, it can be overwhelming to know where to start. That's why I am thrilled to introduce this guide, which provides a good insight into a range of career paths. It is designed to help discover the many possibilities available and to inspire people to pursue careers that align with their passions and interests.

The legal profession continues to evolve and as you make your way through the challenging yet rewarding world of law, it is my hope that it will serve as an inspiration and a roadmap for you.



**Amber Tanweer**

Entering a Law degree was extremely daunting to me, and I immediately became disenchanted by the pathways that were presented to me. Attending a JATL event back in 2020 was a turning point, I able to meet likeminded people with similar goals who cared about the things I care about. Now, I think I am incredibly lucky to study law, and I believe law students are uniquely poised to be able to effect serious change on community and national levels.

Helping with this guide was so much fun and I truly hope you enjoy reading!



**William Bird**

# Community Legal Centres

Community legal centres (CLCs) are independent, community organisations providing equitable and accessible legal services. CLCs tend to service specific demographics or a particular area of law, such as family law, employment law, criminal law and environmental law. Services provided generally include free legal advice, referrals, representation, community legal education, and advocating for law reform.

A range of different volunteering opportunities are available in 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:

- Community Legal Centres Queensland:  
<http://communitylegalqld.org.au/>
- Community Legal Centres Australia:  
<https://clcs.org.au/>

## Brisbane-based CLCs

- Aboriginal and Torres Strait Islander Legal Service
- ADA Law (Aged and Disability Advocacy Law)
- Basic Rights Queensland
- Bayside Community Legal Service
- Brisbane North Community Legal Service
- Caxton Legal Centre
- Environmental Defenders Office
- HUB Community Legal
- Institute for Urban Indigenous Health
- Knowmore Legal Service
- LawRight
- LGBTI Legal Service
- Nundah Community Legal Centre
- Prisoner's Legal Service
- Prisoners' Legal Service
- Queensland Advocacy Incorporated
- Refugee and Immigration Legal Service
- Sisters Inside
- Tenants Queensland Inc
- Women's Legal Service
- Youth Advocacy Centre
- YFS Legal

## Queensland-based CLCs

- First Nations Women's Legal Service Queensland
- Aboriginal Family Legal Service Southern Queensland
- Cairns Community Legal Centre
- Central Queensland Community Legal Centre (Rockhampton)
- Gold Coast Community Legal Centre
- Goondiwindi Community Legal Service
- Junkuri Laka Community Legal Centre Aboriginal Corporation
- North Queensland Women's Legal Service
- Pine Rivers Community Legal Service
- Mackay Regional Community Legal Centre
- Northern Rivers Community Legal Centre
- My Community Legal Inc
- Queensland Indigenous Family Violence Legal Service
- Wide Bay Burnett Community Legal Service
- Suncoast Community Legal Service
- TASC Legal Service
- Townsville Community Law

# ATSILS

## ABORIGINAL AND TORRES STRAIT ISLANDER LEGAL SERVICE

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 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, subject to COVID-19 arrangements. 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.

# Lauren Hanna

## LAWYER Aboriginal and Torres Strait Islander Legal Service

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.

### Contact ATSILS

**Address:** 5/183 N Quay, Brisbane City QLD 4000  
**Phone:** (07) 3025 3888  
**Website:** <https://atsils.org.au>  
**Email:** [careers@atsils.org.au](mailto:careers@atsils.org.au)

# Basic Rights Queensland

Basic Rights Queensland is a state-wide community legal centre, providing free advice and advocacy for social security matters, disability discrimination and womens' employment issues.

BRQ delivers the following programs:

- **Social Security**

The Social Security team assists people experiencing Centrelink issues. These may include disputing debts, accessing the disability support pension and other types of payments

- **Working Women Queensland**

Free advice and representation services for women in Queensland experiencing an issue with employment, including unfair dismissal, sexual harassment, and discrimination

- **Disability discrimination**

Assists with disability discrimination matters, including refusal of assistance animals

### Information for Students

Paid roles are advertised on <https://www.ethicaljobs.com.au/> and <https://brq.org.au/positions-vacant/>. BRQ employs staff with a range of experience, including administrative staff, lawyers, industrial officers, and social workers.

BRQ also advertises short-term volunteer opportunities on the UQ Pro Bono Centre Roster. Most recently, UQ students had the opportunity to travel to a remote Aboriginal community as part of the Rural and Remote Project. The project assisted members of the community to access their Centrelink entitlements. To find out more and enquire about volunteering opportunities, email [brq@brq.org.au](mailto:brq@brq.org.au)

- Areas of Practice**
- **Employment Law**
  - **Discrimination Law**
  - **Social Security Law**



## Eloise Dalton

### SENIOR SOLICITOR

Basic Rights Queensland is a state-wide community legal service which incorporates Working Women Queensland. Working Women Queensland (WWQ) provides advice, advocacy and legal services to Queensland women in relation to work related matters (for example discrimination & sexual harassment in the workplace, or unfair dismissal).

I've been an employed solicitor with WWQ since May 2022, with previous experience in a private practice background. At WWQ, the work is so varied, and no two days are the same! On any given day, an advisor could be giving phone advice, assisting a client with an application (for example in the Fair Work Commission or a Human Rights Commission), advocating in a conciliation conference or appearing in a Tribunal.

Providing a free service to a client who has been otherwise unable to access support (for example because of financial disadvantage) is a hugely rewarding part of the role. I highly recommend working in the community legal sector to any student thinking of giving it a go.

## Sam Tracy

### PRACTICE DIRECTOR

My career in the CLC sector commenced with voluntary practical legal training at Basic Rights Queensland in administrative, anti-discrimination and human rights practice. Some years later, I am now in a senior management overseeing blended teams of lawyers and social workers.

I have advised and represented in merits reviews in the Administrative Appeals Tribunal, settlements for disability discrimination matters in the Australian and Queensland Human Rights Commissions and hearings in the Queensland Civil and Administrative Appeals Tribunal.

Most of our clients face financial disadvantage, half experience mental health conditions and many face complex disadvantage or vulnerability. Our work in rural and remote areas has provided much needed legal clinics for regional aboriginal communities, and we operate health justice partnerships.

CLC work allows me to share my passion for accountability, and represents a very tangible way to directly provide access to justice to those most at need.



# Caxton Legal Centre

**Caxton Legal Centre** is an independent, not for profit community legal organisation providing advice, social work services, information and referrals to financially and socially disadvantaged members of the community. Caxton Legal Centre's vision is for a just and inclusive Queensland.

Vacancies are advertised on websites such as Seek and Ethical Jobs. Caxton Legal Centre recruits student volunteers in a number of 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 (*LAW5180*). Students gain credit towards their law degree by participating in these clinics. Students must apply for a place in the clinical legal education program prior to the semester starting – information can be found on the UQ Law website.

## Volunteer Projects

Caxton Legal Centre also partners with the UQ Pro Bono Centre to deliver a number of other volunteer projects. Students should monitor the UQ Pro Bono Centre roster.

Caxton Legal Centre allows graduates to apply to undertake their PLT with them on a voluntary basis, and positions are advertised on their website and facebook page.

### Contact Caxton Legal Centre:

**Address:** 1 Manning Street, South Brisbane Queensland 4101  
**Phone:** (07) 3214 6333  
**Website:** <https://caxton.org.au/>  
**Email:** [caxton@caxton.org.au](mailto:caxton@caxton.org.au)

# Klaire Coles

## DIRECTOR Coronial and Custodial Justice Practice, Caxton Legal Centre

When I commenced studying law, I aspired to work in a community legal centre. I was drawn to the sector because of my significant interest in human rights and social justice.

I was lucky enough to obtain a job answering the phones for the Caxton Seniors Legal and Support Service (SLASS) when I was in the final year of my law degree. The entire staff was very inclusive and encouraging of students.

Even before I was admitted as a lawyer, I was given the opportunity to do some (supervised) client work and, after admission, was offered a lawyer position.

Very soon after my admission I worked on a very large case concerning 30 residents of a retirement village who were being evicted from their homes by a developer who had purchased the village. I worked with lawyers from Caxton as well as Minter Ellison, and senior and junior counsel. Being given this opportunity and trust to run such a matter so early in my career provided an essential grounding for me and exposed me to large litigation and the workings of a top tier firm.

I have now been at Caxton for 12 years and have worked across all civil law areas of our practice. I have always been encouraged to strive to achieve the best outcomes for our clients and community and continually received opportunities to be involved in and now lead test case litigation in the areas of consumer credit, human rights and anti-discrimination law and inquests.

Caxton has also supported me to advance personally (allowing me to take multiple periods of leave to travel and have a family) and professionally (including by providing me with leave to work at Legal Aid Queensland).

I am very grateful to the staff of Caxton, particularly Scott McDougall, Bridget Burton and Ros Williams who assisted me to develop as a lawyer in the early years of my career. Now in my role as practice director, I am very pleased to be able to mentor and guide students and junior practitioners, and I hope that many of them will have fulfilling and long careers in the community legal sector.

# LawRight

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 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 have the opportunity to volunteer in one of the following clinics: Community and Health Justice Partnerships (Homelessness Clinic); or Health Justice Partnership (Mater Clinic).

LawRight also invites students to volunteer each semester. Volunteers are usually final year or penultimate year of their degree and contribute for 1 day per week. Applications are usually called as needed or before each semester commences. To find more information about recruitment, students can follow LawRight on social media or email [admin@lawright.org.au](mailto:admin@lawright.org.au) with their CV, interest and availability.

# Caitlin Holmes

## PARALEGAL LawRight

In 2021, I was a clinic student at LawRight's Mater Health Justice Partnership. The clinic quickly became one of the highlights of my university degree and was instrumental in developing my interest in working for a community legal centre (CLC). The clinic helped me view clients' legal problems in a more nuanced way and consider how complex health and social issues affect their experience and ability to access justice. This experience made me excited to see that there was a path for me beyond corporate law.

When a position opened up at LawRight in February 2022, I jumped at the opportunity. I now work as a full-time paralegal while completing my law degree. In this role, I have been able to work across a variety of practice areas and gain experience in litigation, while supporting clients to navigate complex court proceedings. I have learnt so much working with passionate lawyers and volunteers about the law and working with vulnerable people. Being able to see the positive impact that our work has on clients is one of the most rewarding aspects of my job. I also value being able to develop my skills for legal practice in a CLC which aligns with my values.

I would recommend that students become involved in pro bono projects and volunteering while at university. In addition to helping increase access to justice, these experiences enable you to connect with your peers and the profession. They can also expose you to areas of law that are unfamiliar to you, and help you discover what interests you. Volunteering at a CLC offers a great way to develop your legal and interpersonal skills, outside of and beyond what you can learn at university.



# Environmental Defenders Office

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 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).
- Evening Advice Line Program

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

## Sean Ryan

### FORMER MANAGING LAWYER Environmental Defenders Office

Improving access to justice for all by working in a community legal centre, or other pro bono work, is a noble tradition of lawyers and a foundation of the rule of law and administration of justice. I have also been concerned with the world's environmental problems so was drawn to volunteer at Environmental Defenders Office (EDO), a community legal centre specialising in environmental law, both as a legal researcher while I was undergraduate and then on their board while I was in the workforce. After about ten years of volunteering I was offered a role as a climate litigator at EDO in 2011, which I only recently left to start my own firm.

If community sector public interest work appeals to you then remember it is important to plan your career but it is difficult to predict where you'll end up so stay flexible. Follow your passions and interests as you will always perform better at what you enjoy. If your passions do not pay, then, aim to do the highest value thing for the least amount of time possible so you can pursue your passions in your free time.

Real-world experience is crucial for your career growth. After graduating with degrees in science and law, and a masters in law and economics, I sought policy roles but felt my experience was too academic, so I became admitted to practice law and went into private practice to gain real-world experience. I enjoyed working for diverse clients in private practice but happily did not overcommit myself financially so that when EDO offered me a role at half my then salary, I was able to accept it.

Many people think working for non-profit law firms like EDO is in tension with lawyers' ethical obligations to put the clients' interests and the administration of justice first. However, I found that to be incorrect. Private practice lawyers face constant tension between their economic interests and those of their clients, which is absent from community practice. In both private and public practice lawyers put their clients interests, and the administration of justice above their own interests, commercial or otherwise.

The outcomes of community sector environmental lawyering can be incredibly rewarding. For example, I recently assisted conservationists and First Nations opposing a large thermal coal mine on grounds including the impact of climate change on human rights, particularly cultural rights. My clients were overjoyed to see the proposal refused and a beautiful area of Australian bush preserved for future generations as a result.

If you're thinking of practising law for the benefit of the less fortunate, I recommend doing as many clerkships, placements, and volunteer placements as possible. Two or more years in a commercial law firm practising in your area of interest can be highly advantageous before going straight to community sector. Commercial firms provide excellent training and discipline. Try not to let your lifestyle rise to meet your income in private practice. It's crucial to keep financial obligations low so that you can pursue your dreams.

# LGBTI Legal Service

The LGBTI Legal Service is a not-for profit community legal centre which provides confidential free legal advice and information to the LBGTIQA+ community throughout Queensland. The LGBTI Legal Service assists people with legal problems which arose due to their identification as LGBTIQA+ and/or because they feel more comfortable in dealing with a solicitor with specific skills and understanding of LGBTIQA+ legal issues and barriers experienced by LGBTIQA+ people in accessing the legal system.

The LGBTI Legal Service provides advice in relation to family law, domestic violence, surrogacy and parenting rights, criminal law, discrimination, Victims Assist, civil matters, government decisions, and employment matters.

The Service also has a dedicated law reform team who are actively involved in advocating for law reform and human rights affecting the LGBTIQA+ community both in Queensland and federally.

## Practice Areas

- Family Law
- Gender Identitiy
- Surrogacy and Parenting Rights
- Administrative Law
- Employment Law
- Discrimination and Human Rights Issues
- Criminal Law
- Domestic Violence Law
- Employment Law
- Civil Law

# Polly Richardson

## LAWYER LGBTI Legal Service

It was not until 2020, after more than 14 years as a solicitor, that I came to work for a community legal centre. However, the seeds of my path there were sown early in my legal career and likely prior.

During my final year at university in Melbourne, I undertook unpaid internships at both the Women's Legal Service Victoria and Victoria Legal Aid (VLA). Despite the work in those organisations being difficult, emotionally and technically, the compassion, kindness, and empathy shown by those I worked with was overwhelming.

I first worked as a solicitor for an Independent Children's Lawyer, in Melbourne, funded by legal aid. His technical expertise was matched only by his humility, gentleness and warmth when communicating with both adult clients and children. I strive to honour and reflect these attributes in my own practice of the law.

After relocating to Brisbane in 2008, a colleague encouraged me to volunteer with Caxton Legal Centre. As well as working as a family lawyer in private practice, I have volunteered at Caxton for more than 14 years including authoring a chapter in Caxton's Queensland Law Handbook.

I made a difficult but deliberate choice in 2020 to leave private practice and pursue a role in a community legal centre (CLC). I was fortunate to be offered a role as solicitor at the LGBTI Legal Service. I have not looked back. The Service's vision aligns with how I strive to practice law; advise to empower not patronise and to be compassionate without condescending.

The people who work (and volunteer) for our Service do so by deliberate choice not as a last resort. They are passionately committed to advocating for, supporting and empowering some of the most vulnerable in our community. I describe our Service as the 'little Service that can' as we act for and advocate on behalf of clients where the other party maybe the Queensland Police Service, large corporations, government departments, religious bodies and schools. The work is inspiring and challenging. I wouldn't have it any other way

I encourage all students (and lawyers) to actively seek a variety of volunteer opportunities. They are invaluable. You will be exposed to a plethora of practice areas, to the varied ways in which organisations are run and make networks of likeminded colleagues. Be brave and volunteer. You will find your tribe.

# Prisoners' Legal Service

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 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).

### Fields of Law

- Criminal Law
- Administrative Law
- Human Rights Law

### Contact Prisoners' Legal Service

**Phone:** (07) 3846 5074  
**Website:** [plsqld.com](http://plsqld.com)  
**Email:** [pls@plsqld.com](mailto:pls@plsqld.com)

# Angelene Counter

**LAWYER**  
**Prisoners' Legal Service**

I started my career in community legal service as a clinic student at the Refugee and Immigration Legal Service (RAILS) in my fourth year of law school. This was my first real exposure to legal work and a great learning opportunity, which started my interest in community law. I can still remember the first woman I assisted with getting a permanent visa and how happy she was when she heard the news. After the clinic finished, I stayed on as a volunteer and later worked at RAILS as an administrator and then as a paralegal in their Unrepresented Asylum Seeker Project.

After graduating in 2018, I worked for a year as a paralegal at Prisoners' Legal Service (PLS) while I completed my practical legal training. The following year, I had the privilege of working as an Associate at the Supreme Court of Queensland. I learnt so much from this experience by working directly with a highly experienced judge, sitting on a wide variety of both civil and criminal matters. From this experience, I now feel far more comfortable in a court room.

I now continue to work as a solicitor at PLS, mainly working on parole matters. Along with traditional legal work, such as preparing written submissions, briefing counsel and speaking with clients, I'm often involved in sourcing housing for my clients and collaborating with a range of other service providers. My job is incredibly rewarding as I can achieve real outcomes for my clients which can change the trajectory of their lives.

I never had a set plan for my career; I wasn't even sure I wanted to be a lawyer when I started my degree. However, now I can't imagine not being an advocate. If you are looking to find your place in the law, I'd encourage you to take on any opportunities that interest you, regardless of whether you can predict exactly where it will lead you in the future. I'd also encourage you to find at least one mentor who you admire and discuss your career aspirations with them.



# Queensland Advocacy Incorporated

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 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.

## Fields of Law

- Disability discrimination
- Involuntary treatment
- Guardianship
- Criminal justice
- Natural disaster disability advocacy
- NDIS matters

# Dayne Kingsford

## SENIOR SOLICITOR QAI Human Rights Advocacy Practice

Prior to joining Queensland Advocacy Incorporated (QAI) in September 2020, I worked in private practice and during my time, had a very keen interest in contributing to the firm's pro-bono work. My shift to the community sector seemed to be more aligned with my interest in social justice that I had cultivated throughout my university studies. It was also at a time when I was following the unfolding of a challenge in the Queensland Land Court using the then relatively new *Human Rights Act 2019* (Qld). I was very excited by these developments and realised that is the kind of work I needed to be involved in.

QAI believes that every person is equally important, unique and of intrinsic value and strives for a society where everyone is equally valued. These are values that reflect my own and I could truly say the same for everyone I work with. Everyone at QAI brings their own unique knowledge and experience, so it is great to get to work in, and learn from, a multidisciplinary team.

Of course it is always fantastic to get a great outcome for a client. However, working in the community sector means you are often working with some of the most vulnerable members of our society at times when they are experiencing significant challenges. I think one of the most rewarding aspects of my job is when a client feels listened to and empowered with all the information and tools they need to resolve their concerns.

I would encourage any law student, especially those who are unsure about their pathway, to try out and be involved in as many things as they can during their study. Try to engage with your university's work experience programs and try to find a mentor in the university or industry you can bounce ideas off. I would also reassure them that your interests will continue to develop and change into practice and you will not be committed to the one area for your entire career.

## Contact QAI

**Address:** 2nd Floor, 43 Peel Street, South Brisbane, Brisbane City QLD 4101  
**Phone:** (07) 3844 4200  
**Website:** <https://qai.org.au/>  
**Email:** [qai@qai.org.au](mailto:qai@qai.org.au)



# RAILS

## Refugee and Immigration Legal Service

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 Students and Graduates

In partnership with RAILS, the UQ Pro Bono Centre runs the Refugee and Immigration Law Clinic. Students gain credit towards their law degree (LAWS5180). 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.



# Kirsten Cribb

## PARALEGAL Refugee and Immigration Legal Service

I commenced with RAILS in 2021 through UQ's clinical legal placement subject. Even though I had no prior experience with the community legal sector, I always had a keen interest in social justice, which motivated my choice of degree.

While on placement at RAILS I was exposed to many different aspects of legal work including research, drafting various visa applications and legal submissions for the Department of Home Affairs and Administrative Appeals Tribunal. Interacting with diverse clients, hearing their stories, and helping them start anew in a different country is the most rewarding part for me personally.

After the semester was over, I decided to stay on as a day legal volunteer, which led to paralegal temp-work and eventually a full-time position. If you want to work in a community legal centre, volunteering is an opportunity to get a foot in the door, as it can act a practical resume.

While extremely rewarding, working in the community legal sector can also be very draining. Working with vulnerable clients can be difficult as you can feel the need and responsibility to give everything to the work. Therefore, it is important to ensure you let yourself have balance so that work doesn't become an all-encompassing. I have found that being part of a supportive team at RAILS who encourage drawing that line, makes a difference.

If you are unsure about your career path, volunteering in community legal sector allows you, as a student, to trial different areas of law and build your skills. Even for the students in first or second year who may not yet qualify for a legal volunteer position, working in administrative roles in these services can still be a great opportunity to learn about the area of law, practice communication and client relation skills, understand lawyers' ethical duties etc. So, I would encourage all law students at some point in their study to get involved in the community legal sector. It is a chance to better yourself, your professional skills, and your community.

### Contact RAILS

**Address:** 1/170 Boundary Street, West End QLD 4101  
**Phone:** (07) 3846 9300  
**Website:** <https://www.rails.org.au/>  
**Email:** [admin@rails.org.au](mailto:admin@rails.org.au)

# Sisters Inside Inc

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.

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 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.

### Fields of Law

- Family Law
- Domestic Violence Law
- Generalist CLC

# Katherine McHenry

## POLICY OFFICER Sisters Inside

'Figuring out what you want to do post graduation can be very challenging for many people. After years of study it can be difficult to know what direction to take. I recall myself, not knowing exactly where I wanted to head. I knew what subjects I enjoyed (human rights law) and topics that interested me (like the mass incarceration of First Nations people in Australia). This led me to apply to the Aboriginal and Torres Strait Islander Legal Service where I commenced an internship whilst undertaking my GDLP. In my experience, a small community legal centre is a great way to learn new skills after graduation. Often community legal centres are filled with likeminded people and are willing to take the time to teach fresh graduates. I then secured a position as an Associate to the Deputy President of the Parole Board where I then worked as a Legal Officer for the Board. I was then offered the opportunity to work at Sisters Inside in a policy role and provide parole support. At Sisters Inside we believe that no one is better than anyone else. People are neither good nor bad and human behaviour is often circumstantial, environmental and fallible. These values really aligned with my own.

I currently work within the female prisons as well as working at the law firm Kilroy Callaghan lawyers which is separate from Sisters Inside. My day to day work can include things like assisting with bail applications, parole matters, sentencing as well as case conferencing. This made me recognise the realities of people who are criminalised. In my experience, factors such as mental health, poverty, homelessness and disability often play a role in the criminalisation of people. I would strongly encourage any students who are considering working in the area of social justice to try and obtain placement at a community legal centre as it opens up many doors and is a great way to learn the ropes. I also highly recommend finding an area that you find is interesting and makes you feel fulfilled. I would also recommend establishing networks within the social sector. Relationship building and collegiality is in my view, a very important part of the legal sector which assisted me to where I am now.'

### Contact Sisters Inside Inc

**Address:** 326 Montague Road, West End QLD 4101  
**Phone:** (07) 3844 5066  
**Website:** <https://sistersinside.com.au/>  
**Email:** [admin@sistersinside.com.au](mailto:admin@sistersinside.com.au)



# Women's Legal Service

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 Students and Graduates

Information about available volunteer roles can be found at their website. Volunteering opportunities may also be advertised through the UQ Pro Bono Centre. Alternatively, students can email [volunteers@wlsq.org.au](mailto:volunteers@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.

For the safety of their clients, Women's Legal Service is a "women's only space" and hires female-identifying employees.

## Areas of Practice

- Family Law
- Domestic and family violence
- Sexual assault (Counselling Notes Protect)
- Advocacy and law reform

## Contact Women's Legal Service

**Phone:** (07) 3392 0644  
**Website:** <https://wlsq.org.au/>  
**Email:** [volunteers@wlsq.org.au](mailto:volunteers@wlsq.org.au)

# Nida Tavakoli

## PARALEGAL Women's Legal Service Queensland

Throughout the first couple years of my law degree, I had absolutely no idea what I wanted to do! Like many, I thought that getting a clerkship and working in a top tier firm was the end goal. I soon realised that this path was not for me. So, I started reaching out to my peers and got involved with the QUT Law Society to learn more about the industry and what other options there were – and there were many! I reached out to a firm to ask about volunteer opportunities and fortunately, they offered me a volunteer position within the criminal law team. This was my first experience in a law firm and I believe it really gave me the confidence I needed to start my career.

Fast forward to now, I am currently working at the Women's Legal Service Qld as a Paralegal within the Counselling Notes Protect and Client Advice teams. I started my journey at WLSQ as an Admin Volunteer after seeing an ad on the QUT Law Students Facebook page. I instantly fell in love with the service and what it stands for! I was so happy to be at an organisation that upholds feminist values and makes a difference within our communities. I volunteered for 6 months and was then offered a paid admin position. I then gained experience working on the Helpline, providing information and referrals to women experiencing domestic violence. Volunteering at WLSQ provided me with the skills I needed to continue with the organisation as an Information and Referral Officer, and now a Paralegal. Working in criminal and family law within a CLC is extremely rewarding. I am able to assist vulnerable women, appear in court and handle family law documents.

My biggest tip for someone completing their law degree is to try as many things as possible! Be on the lookout for opportunities online and those posted by your Law Society at Uni. At WLSQ, you can volunteer as a DV Court Paralegal, and also assist within the admin and fundraising teams. I am so grateful for the opportunities WLSQ has given me and I highly recommend volunteering or working at a CLC. Volunteer positions are often overlooked but I think they are so important. If you are unsure of what you want to do, check out what positions different CLC's have available. At a CLC, not only do you gain invaluable experience, but you get to make a difference by assisting vulnerable and disadvantaged clients.

# HUB Community Legal

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.

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.

## Fields of Law

- Family Law
- Domestic Violence Law
- Generalist CLC

## Contact HUB

**Address:** 79 Poinsettia Street, Inala QLD 4077  
**Phone:** (07) 3372 7677  
**Website:** <https://www.hubcommunity.org.au>  
**Email:** [legal@hubcommunity.org.au](mailto:legal@hubcommunity.org.au)

# Daisy Leadbetter

## EXECUTIVE ASSISTANT HUB Community Legal Centre

I commenced my time at HUB Community Legal in March 2018 as an intake and referral volunteer, having applied for the opportunity through the UQ Pro Bono Centre. I was in my third year, it was my first law position and I loved it from the outset. Over the years, my involvement with the centre has grown. I have been a project officer, I participated in a student clinic, I completed the placement component of my practical legal training and am currently Executive Assistant. It's a path that has allowed me to give back as much as I have received.

Before starting at HUB, I hadn't considered pursuing a career in community legal because frankly, I had no clue it was an option. It suits me though.

Community legal centres are collaborative and inclusive, they need people who are passionate, patient and resilient, and who are driven to create change to improve access to justice.

Working at a community legal centre is incredibly rewarding and offers extraordinary opportunities. I get to work with diverse clients on complex legal matters and I never stop learning. Recently, working alongside HUB's specialist child protection lawyer, I developed and co-presented seminars on child protection laws for foster carers. The seminar may now be offered to other community legal centres to expand their practice in this area. Definitely a career highlight.

If you want to pursue a career in community legal, I recommend you start volunteering, even if it's not legal volunteering. Volunteering develops your skills in confidently and non-judgementally communicating with people from diverse backgrounds. You can start at any point in your studies, and it's a great boost to your employability.

If you're not sure about your future career path, don't panic. My tips would be:

1. Say yes to opportunities – each opportunity gives you a chance to reflect on what you enjoy and you can use that to guide you along your career path.
2. Remember that networking is valuable – you can learn from the experiences of industry professionals as well as those of your friends and peers.
3. Be kind to yourself. Figuring out your path can take time and patience while you gather experience.

# The Aurora Project

The Aurora Education Foundation's internship program offers placements at organisations working to support Aboriginal and Torres Strait Islander communities.

Indigenous and non-Indigenous students from law, social science and health science backgrounds are welcome to apply. Placements include working in native title, land rights, policy development, research and social justice. Host organisations include Native Title Representative Bodies and Prescribed Body Corporates 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 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://aurorafoundation.com.au/our-work/internship-program/>

## Contact The Aurora Project

**Address:** 100 Botany Road, Alexandria NSW 2015  
**Phone:** (02) 9310 8400  
**Website:** <https://aurorafoundation.com.au/our-work/internship-program/>  
**Email:** [internships@auroraproject.com.au](mailto:internships@auroraproject.com.au)

# Hannah McCleary

## FORMER INTERN Northern Land Council

I completed an internship with the Northern Land Council in Darwin through the Aurora Foundation in June 2022. The experience was incredible, and I highly recommend pursuing an internship or completing some volunteer work with a community legal centre or organisation during your study. These experiences are highly sought after by prospective employers, while also allowing you to contribute to positive change for the community.

The NLC team were welcoming and inclusive and during my time with them I was able to gain hands on experience with day-to-day legal tasks such as drafting contracts and submissions, writing memos to the CEO and Principal Legal Officer, organising and refining file notes from meetings, drafting letters, and conducting legal research.

A highlight from my experience was being lucky enough to be invited to a couple of meetings with Traditional Owners, which involved spending time on Aboriginal land in Kakadu National Park, including camping overnight.

The internship was rewarding and provided me with insight into how Native Title and land rights consultations and processes actually occur in practice and assisted me to develop my cultural capability skills.

During my time in Darwin I was also able to connect with interns from other community law organisations, and made some life-long friends from across Australia.

My advice to students unsure about their future career pathway/options would be to explore as much as you can while studying! There are so many great opportunities out there, both paid and volunteer, and, as well as giving you an advantage over other graduates by having hands on legal experience, you also get the opportunity to explore what's out there, make new friends, and contribute to change.



# Legal Aid Queensland

Legal Aid Queensland (LAQ) provides legal assistance to financially disadvantaged people in criminal, family and civil law matters, including legal advice and representation for eligible clients. They are funded by the Queensland Government and Australian Government to deliver their services. LAQ is a statutory authority managed by its own board, established by the Queensland Government under the *Legal Aid Queensland Act 1997*.

LAQ employs over 600 staff and has 14 offices across Queensland. They assist with a wide range of legal issues, including discrimination and sexual harassment, employment matters, credit and debt issues, criminal charges, Mental Health Court matters, domestic and family violence matters, and more.

LAQ's duty lawyers provide free legal assistance to unrepresented clients on their court date. Duty lawyers are available for criminal law and domestic and family violence matters in the Magistrates Court, family law matters in the Federal Circuit and Family Court of Australia, and child protection matters in the Children's Court.

## Recruitment and Opportunities for Students

"At Legal Aid Queensland we want our workforce to reflect the communities we serve and to provide a workforce with varied skills, backgrounds and perspectives. To support this we have a Strategic Workforce Plan, as well as a First Nations Strategy, and want to increase the representation of First Nations peoples in the workforce.

Legal Aid Queensland shares information about its graduate opportunities on SmartJobs and via the Work for Us section of the Legal Aid Queensland website. For students in their first and second years of study Legal Aid Queensland has a number of career opportunities in Litigation Support Officer and Client Information Officer roles which will give foundational information about the legal system. These opportunities are advertised on SmartJobs. For more information about these opportunities, contact BEL Student Employability Team, and closely monitor SmartJobs. You can also follow LAQ on social platforms including LinkedIn, Facebook and Instagram."

## Nikki Larsen SENIOR LAWYER Legal Aid Queensland

I am currently employed as a senior lawyer at Legal Aid Queensland ('LAQ') in the Criminal Law Division; the largest criminal law defence firm in Queensland. LAQ has specialist teams practising in the Magistrates Courts, serious crime, mental health, appeals, youth, and the Queensland Drug and Alcohol Court, and has 14 offices across Queensland; providing a variety of work and opportunities.

I started working for LAQ in 2010 as a client information officer in the contact centre while I was completing my law degree. I gained invaluable, practical experience in communicating effectively with a wide variety of clients, who are often going through some of the most difficult moments of their lives.

I then worked as a litigation support officer within LAQ's Criminal Law Division while completing my practical legal training (PLT), helping the duty lawyers in the arrest courts and assisting on files.

Most of my post-admission experience has focussed on proceedings in the District and Supreme Courts, including:

- large scale drug trafficking, fraud, wounding, and murder proceedings
- quasi-criminal matters such as applications under the *Dangerous Prisoners (Sexual Offenders) Act 2003* (Qld)
- appeals to the District Court
- appeals to the Court of Appeal and
- special leave applications and appeals to the High Court of Australia.

I recently had the opportunity to work on secondment as a principal legal officer for the Serious and Organised Crime Legislation Review with former District Court Judge Julie Dick SC. My current role with LAQ expands upon that experience; I coordinate and assist in developing organisational feedback and policy responses relating to legislative change and the criminal justice system.

Working in criminal law and at LAQ provides me with such a diverse range of opportunities, and working in vital support roles, including the contact centre and in legal administration while I was completing my degree, was a great way to work out where my passions lay.

# Judge's 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 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?

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.

# Federal Courts and Tribunals

## Fair Work Commission

Associate roles are advertised on their online job portal.

## Administrative Appeals Tribunal

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](mailto: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

Career opportunities can be found at the following websites:

- <http://www.nntt.gov.au/aboutus/careers/Pages/default.aspx>
- <https://www.fedcourt.gov.au/about/employment>

## Family Court or Federal Circuit Court of Australia

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](mailto:query@fedcourt.gov.au)

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

## Federal Court of Australia

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.

# Queensland Courts and Tribunals

## Queensland Civil and Administrative Tribunal

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.

Email: [QCAT-Members-EA@justice.qld.gov.au](mailto:QCAT-Members-EA@justice.qld.gov.au)

## Land Court of Queensland

Applications for a 2024 Associateship are now open and close on 26 May 2023. You are additionally required to complete an Application Form and Questionnaire.

Email: [Registrar.Landcourt@justice.qld.gov.au](mailto:Registrar.Landcourt@justice.qld.gov.au);  
[EA.LandCourtPresident@courts.qld.gov.au](mailto:EA.LandCourtPresident@courts.qld.gov.au)

Website: <https://www.courts.qld.gov.au/courts/land-court/land-court-associates>

## Parole Board Queensland

Applications to be the Associate to the President for 2024 will open toward the end of this year.

Email: [ParoleBoardQLD@corrections.qld.gov.au](mailto:ParoleBoardQLD@corrections.qld.gov.au)

## Family Court or Federal Circuit Court of Australia

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](mailto:query@fedcourt.gov.au)

Website: <https://www.fedcourt.gov.au/about/employment/associate>

## Supreme and District Court of Queensland

Applications generally open in December, approximately 14 months before you would commence. Applications for associateships for 2025 open in December 2023. Note that your cover letter should be personal to the individual judge you are applying for. There is also a 'pool' that you can apply to.

Website: <https://www.courts.qld.gov.au/about/jobs-with-the-courts/judges-associates>

# Sienna McInnes-Smith

## FORMER JUDGE'S ASSOCIATE Land Court of Queensland

Last year I had the privilege of working as an Associate to President Kingham in the Land Court of Queensland. It was the best job and the best possible start to my legal career: I had the best judge (fact), in the best court (also fact), with the best colleagues (fact #3) and fascinating work. I was also lucky that Herbert Smith Freehills allowed me to defer my graduate position to allow me to complete my associateship – many firms will, but it is important to let them know when you get a JA so they can make arrangements for you.

When you apply for a JA, you don't have to have a specific judge or court in mind – plenty of associates apply to the 'general pool' and have a fabulous time. When it comes to accepting a position, or applying to a specific judge, ensure you are interested in the following:

- the area(s) of law Judge presides over;
- appearing in court and litigation generally; and/or
- Judge themselves.

It's also important that you and Judge get along well personally. You spend a LOT of time together; good days, bad days, the in-between days, so actually liking each other or something about the job is essential.

I had all four of those things, which allowed me to make the most of my JA. The mentor-mentee relationship you develop with your judge is often very trusting and supportive, and one that you can continue to rely on as your career develops. Throughout 2022, I learned so much from the President's experience and knowledge. She might have even learned a little something from me (I did spend some time explaining what memes are to her Honour). A JA also gives you the opportunity to meet other legal professionals such as barristers and solicitors. On big matters there is often lots of associate-party correspondence and time in court, so you get to know them well professionally. You can also learn from their legal analysis and advocacy, in court and on paper.

A JA provides you with invaluable experience regardless of your career path. It teaches you to work well with others, what good (and bad) legal advocacy looks like, confidence in yourself and to have contingency plans for ANYTHING. These are transferable skills that will always stand you in good stead and you'll also have the time of your life!

# Phylicia Lim

## JUDGE'S ASSOCIATE District Court of Queensland

After years of sitting at home and at the law library poring through countless judgments and case summaries, I've always wondered what it would be like to be in the room where it all happened. The privilege to work closely with Judges, to see the inner workings of the Judicial system, and learn from advocates at the top of their field is truly a once in a lifetime opportunity. It has been incredibly humbling and inspiring to work with Judge, and as a fresh graduate I can only aspire to have a fraction of comprehension of the law Judges have.

Furthermore, the diverse range of matters that go before a District Court - Crime, Children's Court of Queensland, Civil, Planning and Environment - ensures that you will get a little taste of everything by the end of your Associateship. There are truly no two days that are the same. As a District Court Associate, there is also the opportunity to explore regional Queensland! Associates and Judges will go on circuit to regional District Courts, which ranges from places like Cairns and Townsville to Mount Isa and Emerald.

Judge's Associateship applications generally open a year before the role starts (i.e. Applications for 2024 closed in January 2023), and there is an option to apply to individual Judges and/or to all Judges in a general pool. If you have a particular interest in mind (e.g. planning and environment) I would definitely recommend looking up which Judges preside in those jurisdictions and applying specifically to them, and highlighting your specific interest. However, if you are like me and am not sure of which jurisdiction you are interested in going into, I would recommend applying to the pool.

# Vivian Zhang

## JUDGE'S ASSOCIATE Supreme Court of Queensland

This year I have the privilege of working as an Associate to the Honourable Justice Mullins AO, President of the Court of Appeal. I am very fortunate to have the opportunity to learn from and work with a judge of immeasurable wealth in knowledge and experience, where her Honour was a trial judge of the Supreme Court for over 20 years.

Working for a Judge of Appeal is particularly unique in that you will observe appellate advocacy to a greater extent as well as a diverse range of written and oral advocacy styles. Given the volume of different matters heard in the Court of Appeal which deal with confined and complex legal issues, as an Associate I am finding that you have the opportunity to further develop your legal problem solving skills and learn about the law. Proofreading judgments will enable you to better develop a good attention to detail and learning about the administrative and procedural aspects of an appeal, from the filing of the Notice of Appeal to the delivery of the Court's judgment, is highly insightful as to how the Court operates daily.

Despite having worked a short time, I highly recommend applying for a Judge's Associateship especially if you are or may be interested in pursuing a career at the Bar or in disputes. As a law student, I represented UQ in a team for domestic mooted competitions, volunteered through the UQ Pro Bono Centre and was involved in student law societies which had enriched and complemented my law studies. Now as an Associate I am finding the experience highly rewarding and have learnt something new and interesting about the law every day while in a highly supportive and dynamic working environment.



# Government & 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.

### How to apply:

Applications open in March each year for positions commencing in the following February. 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](mailto:grad.jobs@accc.gov.au)  
Website: <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).

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

### How to apply

Applications open March 2023 for the 2024 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](mailto:HR.Assist@ag.gov.au) Phone: (02) 6141 6111  
Apply at: <https://www.ag.gov.au/about-us/careers/employment-programs>

## 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.

The AFP offers a 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

Website: <https://jobs.afp.gov.au/job-opportunities/graduate-program>  
Email: [HR.Assist@ag.gov.au](mailto:HR.Assist@ag.gov.au)  
Phone: (02) 6141 6111  
Apply at: <https://www.ag.gov.au/about-us/careers/employment-programs>

## **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.

Durations vary according to the relevant training program or role you are applying to, or whether you have accepted a Defence University Scholarship. If your degree has been sponsored, you would be required to commit to an Initial Minimum Period of Service after graduating (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

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

## **Australian Securities & Investments Commission**

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.

ASIC offers a 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 June each year for positions commencing in February 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](mailto:graduateprogram@asic.gov.au)

Website: [https://careers.asic.gov.au/Graduate-program.html?in\\_organId=16529](https://careers.asic.gov.au/Graduate-program.html?in_organId=16529)

## **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.

The Department 12 month full-time graduate program based in Canberra with rotations 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](mailto:EntryLevelPrograms@pmc.gov.au)

Website: <https://www.pmc.gov.au/join-us/entry-level-programs/graduate-program>

## **Department of Foreign Affairs & Trade**

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.

DFAT offers a 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](mailto:gradrec@dfat.gov.au)

Website: <https://www.dfat.gov.au/careers/dfat-aps-careers/graduate-program>

## The Treasury

The Treasury provides advice, analysis and legislation to the Federal 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.

The Treasury offers a two-year full-time graduate program based in Canberra, comprising 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](mailto:graduateprogram@treasury.gov.au)  
Phone: (02) 6263 2222  
Website: <https://graduates.treasury.gov.au/how-to-apply.htm>

## 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.

12 month full-time graduate program based in Brisbane.

### How to apply:

Applications for the 2024 Graduate Program close in May 2023. 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](mailto:gradprog@treasury.qld.gov.au)  
Website: <https://www.treasury.qld.gov.au/about-treasury/working-at-treasury/career-opportunities/graduate-program/>

# Terence Loko

## GOVERNMENT LAWYER

### Australian Public Service

I had always wanted to work in the Australian Public Service (APS) even before I started my law degree. The idea of helping the broader community really appealed to me. While at university, I studied both constitutional and administrative law and ended up enjoying them so much that I studied two further public law electives. I was fortunate enough to undertake my practical legal training at the Australian Taxation Office, before commencing a graduate policy role at the Australian Public Service Commission and then moving into government law. I am currently a government lawyer in a large APS agency, where I provide legal advice and represent or instruct on behalf of the Commonwealth, in disputes before various tribunals and courts.

The biggest advice for getting into the APS, and particularly in government law, is to apply broadly for roles. The APS is a very big place and there is so much opportunity to get in before later moving on depending on your interests. The second tip is to not take rejection to heart when you are applying. APS position vacancies can attract up to thousands of applicants and you won't always get in on your first attempt. Keep trying, learn from the feedback provided, and document every success and loss.

One of the more interesting pieces of work I undertook in the APS was legislative development. This involved coordinating with various government agencies and liaising with the Commonwealth Office of Parliamentary Counsel on legislative drafting. I also prepared explanatory statements and statements of compatibility with human rights—the types of documents that helped me understand legislation at university. These experiences were rewarding for me because they gave me a greater appreciation for the hard work that goes into making legislation.

# Boutique Firms

The first point 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 law 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.

## 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.

## Leanne Bowie Lawyers

Leanne Bowie Lawyers is a boutique Australian firm specialising in environmental, planning and resumption law. The team at Leanne Bowie are experienced in complex resource-based projects, infrastructure projects and a range of other development projects. Leanne Bowie Lawyers also provides policy and legislative advice.

## Samuta McComber Lawyers

Samuta McComber Lawyers is a micro-firm that practices exclusively in migration law, specifically complex migration matters (including visa cancellations under section 501 and section 116 of the Migration Act 1958). It also assists with visa applications. Samuta McComber Lawyers regularly appears at the Administrative Appeals Tribunal (AAT) as advocates for applicants.

# Jennifer Samuta

## DIRECTOR & PRINCIPLE SOLICITOR Samuta McComber Lawyers

For as long as I can remember I wanted to be a lawyer. My earliest memory was as an 8 year old saying I wanted to be a lawyer because I wanted to drive a red convertible when I grew up (roof down, always, of course). By the time I was in year 12 I had started growing a sense of social justice and a fire in my belly to help those from less fortunate backgrounds or who had found themselves in a life situation where the odds were stacked against them.

Whilst I loved being a uni kid, I would be lying if I said I enjoyed studying law, but what didn’t waiver was my strong sense that I would enjoy practising law. The best thing I did was work whenever and wherever I could whilst studying – I worked in various administrative roles, including at a boutique IP firm in the city, mid to top tier law firms, and barristers chambers. I am grateful for those experiences now because while it didn’t help me figure out what I wanted to do (which was very frustrating at the time), it did help me rule out what I didn’t want to do in terms of practice area/s, firm size, workplace environment, and work-life balance.

After graduating and after some time living overseas, I returned to study PLT which included a work experience component at Refugee and Immigration Legal Service (I found out about this community legal service after talking to a fellow student). After the first week of my placement I knew without a doubt that this was the jurisdiction for me. I worked with refugees and asylum seekers. The team I worked with was made up of practitioners each with varied work experience in top tier law firms, detention centres, refugee camps, the government and private practice. Taking any opportunity to talk with them about their work experiences, life journeys and perspectives on legal practice was invaluable for me.

Today, I’m a Director and Principal Solicitor of my own micro-firm and head a team of three solicitors and two paralegals. The firm practices exclusively in migration law, specifically complex migration matters such as visa cancellations, refusals and deportation. Our clients are largely made up of persons currently in prison or immigration detention, and from migrant or refugee communities. Many of our clients are from culturally and linguistically diverse backgrounds, where English is their second language. This often compounds with vulnerabilities borne of trauma, mental health problems, addiction and low-socioeconomic backgrounds. It’s always a good day in the office when on appeal the Minister for Home Affairs (by way of their top tier lawyers) concedes that their attempt/s to cancel our client’s visas were the wrong decision, or are withdrawn in response to our submissions that their attempts are unlawful. My best days are when I get to call a client to tell them they are going to be released from immigration detention today after months and sometimes years of separation from their children.

For the record, I do not drive a red convertible ... but I do help many, many people from all walks of life who without our legal representation would be significantly prejudiced by the unfettered weight of resources our government would otherwise have thrown against them.



# Plaintiff Personal

Personal injury law deals with general physical and/or psychological damages to an individual that are the fault 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.

## **CZ Legal**

CZ Legal is a boutique Brisbane-based law firm, specialising in plaintiff personal injury. The lawyers have many years of experience running matters in Queensland and Federal jurisdictions.

CZ Legal takes a practical, personal and compassionate approach. The lawyers understand the client as a person and assist them on a 'no win, no fee' basis. The team provides multilingual legal services that assist the diverse communities in Brisbane. The team works tirelessly to achieve the best possible outcome for their client. As licenced members of the Queensland Law Society, CZ Legal serves the public with fairness and professionalism.

# Injury Firms

## **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.

# Naomi Lamont

## **NEW CLIENT TEAM CALL OPERATOR Shine Lawyers**

I work at Shine Lawyers as a member of the New Client Team. I answer calls to our general line and deal with every enquiry you can possibly imagine, but mostly my role is to book in new clients when possible or refer them elsewhere if we can't help.

I first got involved with Shine when I was a recent law graduate looking for experience. I was drawn to Shine to its reputation of 'standing up for the little guy', in particular in its famous class actions. I applied for a temporary role answering calls in the Class Actions team, and while I was there they suggested I apply for this full time role. This new one was much more challenging. I had to learn a little bit about everything Shine does, and this is national firm where the rules are different in different states, and also the rules change, and also every single situation is a little bit different. I have to very quickly assess whether we can help and try to communicate all this to the caller in a kind and professional way. Even though my degree wasn't essential to get my role (other team members have more call centre experience than legal), the analytical skills I learnt were essential.

I also know that roles like this are often important starting points. I've already been promoted internally once and I know my managers are always encouraging us to seek internal opportunities. I've learnt so much about the practicalities of personal injury law through this role. I have found it rewarding because there are so many people who are injured because of someone else, yet the people responsible refuse to pay, and I do believe that's when people can use lawyers to get the justice they deserve. I remember starting out as a law student and having to deal with friends or family making 'all lawyers are immoral crooks' jokes at me. I wanted to find work that would allow me to beat this stereotype. Working at Shine has encouraged me to see that there are ways to use the law to actually help people.

# 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.

# Nicola Walsh

## SENIOR COUNSEL Abt Associates

I always wanted to do something for or with government – politics and public policy was the other component of my law degree. At a career fair at uni one day I got chatting with graduates from the Department of Defence (CASG to be specific – back then it was the Defence Materiel Organisation (DMO)) – CASG buys and sustains the ADF's equipment (ie aircraft, vehicles, systems etc). I applied and was lucky enough to become one of two legal graduates for that year. As a DMO graduate, I was able to move around the country for different rotations and I gained a lot of insight into Defence contracting and procurement. In my final placement in Melbourne, I worked with a lawyer from the Australian Government Solicitor (AGS), and decided to apply for a job in their commercial team. At AGS I really developed my legal skills, particularly drafting and negotiating agreements, and advising on the financial management framework governing the proper management of public money including government procurement processes. After a few years, I decided it was time to travel – a colleague put me in touch with a recruiter in the UK and I lined up a few interviews before I left. I worked as an in-house government lawyer with a few local councils and then for the Department for Environment, Food and Rural Affairs. I really loved this time, working and being able to pop over to Europe for city breaks on the weekends. I also loved learning about the strict EU procurement regulations, and helping my internal clients apply the law appropriately, facilitating fair and ethical processes.

When I came back to Australia, I took a commercial contracts role at Boeing Defence Australia for a period, great to get some private sector experience and understanding of contract management and compliance on large complex projects. This also really strengthened my drafting skills. Ultimately, I realised I wanted to get back to my legal self, so I pursued an opportunity with Abt Associates in Brisbane. Abt is a 'profit for purpose' rather than profit maximising business, and we have operations around the world, delivering development programs on behalf of our clients. Our legal team also supports the UK subsidiary, and we work closely with our program colleagues in many different places including the US, Papua New Guinea, Indonesia and even Ukraine! Abt's main client in Australia is the Department for Foreign Affairs and Trade (DFAT), and in the UK is the Foreign Commonwealth and Development Office (DFAT's equivalent). The great thing about working in-house is that you really get to know the business. There is an element of judgment involved in a role like this, as being close to the business requires strategic thinking. There is also so much variety. One of the most exciting things on my 'to do' list right now is our global privacy initiative and skilling up in the General Data Protection Regulation, and other privacy regimes across our operating locations. My general tip (to myself and others) would be to always be open to the opportunities that come up, and don't be in too much of a hurry – it's all about your own personal journey.

# 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 Human Rights Act 2019 (Qld), the intersection between these areas is an interesting space to watch.

### **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/>

### **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.

### **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.

# Kristy Bell

## DIRECTOR Bell Criminal Lawyers

With the support of our wonderful team of solicitors and support staff, Bell Criminal Lawyers opened in July 2022. Prior to that, I have practised as a criminal lawyer for eleven years, and worked in the profession for thirteen years. I chose a career in criminal law because it was something I always found fascinating growing up, and a wonderful legal studies teacher in High School encouraged me to pursue study as a lawyer at University. Aside from that, I was never one to shy away from a good argument and always keen to take a stand against something I felt was wrong. As it turned out, criminal law was the perfect career for me and haven't looked back since.

I completed a double degree, a Bachelor of Laws and a Bachelor of Criminology and Criminal Justice, at University. While I was studying, I did work experience with Queensland Police Prosecutions and later started my first full-time job at the Commonwealth Director of Public Prosecutions Office as a law clerk. I then spent two invaluable years as a Judges Associate in the District Court, before conducting proceeds of crime work for the State and working as a civilian police prosecutor. In 2015, I went 'to the dark side' following an irresistible offer to join a very successful private practice in criminal law. It was in criminal defence work that I really found my passion, providing the best possible legal representation to those unable to represent themselves. I found that I was able to perform at my best when I had a client depending on me for a positive outcome.

The ability to secure great outcomes for our clients and to help them move on with their lives after often-traumatic experiences is the most rewarding part of the job. On top of that, the work is incredibly interesting and every day is different – whether we're in court, at the prison, in conferences or in the office, we're rarely doing the same thing two days in a row. Common misconceptions about being a criminal lawyer usually involve the classification of the kind of people we are representing – most of them are not 'bad' people, but have made bad choices or found themselves in impossible situations. The most common question is always 'how do you represent someone you know is guilty?' but it's rarely the case. Majority of matters resolve to sentence or charges are dropped - for the ones that go to trial, it's usually for good reason. At the end of the day, whether a client is guilty or not guilty is not for us to determine, it's the jury's job. Our role is to provide the advice our clients need to make informed decisions about what is best for them, and to present the best possible defence in Court.

The best advice I can give to students looking to pursue a career in criminal law is to get as much work experience as you can, as early as you can – volunteer, make yourself useful and take advantage of opportunities given to you. If you become indispensable, you'll never be without a job. On the job experience and interpersonal skills are by far the most significant contributors to your employability in criminal law.



## 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>.

# Matilda McLennan Bird

## LEGAL OFFICER Office of the Director of Public Prosecutions

I work as a Legal Officer in the Office of the Director of Public Prosecutions (ODPP). Having grown up in a regional town, I have always been interested in areas of law which affect communities and people, particularly marginalised groups.

In my final year, I completed courses in criminal law (The Future of Criminal Law with Professor Andreas Schloenhardt) and human rights law (with Professor Tamara Walsh) which focused my interest in those areas. I had also just finished the ODPP Work Experience Placement Program (WEPP) and was working part time at the ODPP while studying. After graduating, I had the invaluable opportunity to work as an Associate to a District Court Judge and a Supreme Court Justice. Having completed WEPP and two public law courses, and then having the opportunity to watch criminal proceedings every day focused my interests and led me to where I am.

I returned to the ODPP full time after finishing up as an Associate. I worked for a few months as a Legal Support Officer (paralegal equivalent) and then commenced as a Legal Officer. My current role is in the Directorate, a chamber group based in Brisbane comprising the Director of Public Prosecutions, the Deputy Directors, and other legal and administrative staff. As the Directorate Legal Officer, I provide legal advice and support to my superiors in relation to governance, policy, and requests for information. My day-to-day includes liaising with various bodies, other lawyers, stakeholders, and members of the public, undertaking legal research, reviewing and providing advice in relation to particular matters, and appearing in the Magistrates and District Courts.

The ODPP is a great place to get experience on your feet. Legal Officers have carriage of and manage files as they progress through the courts and appear in court for less-complex matters. Legal Support Officers and other administrative roles at the ODPP provide opportunities to watch, instruct and appear in court; you may instruct a Crown Prosecutor in a trial or appear yourself in the Magistrates Court for mentions. The Office is a collaborative and collegiate workplace; you work directly with and learn from more experienced lawyers such as Legal Officers, Legal Practice Managers, and Crown Prosecutors. There are chambers in Brisbane and regional centres, from Southport all the way up to Cairns. Staff also travel to regional towns and cities throughout the year for circuits.

If you are interested in criminal law, I would strongly encourage you to consider applying for the ODPP Work Experience Placement Program (WEPP).

Whether you are thinking about working in criminal law or otherwise, my two biggest tips are:

- Find a trusted mentor. This could be a friend who is a few years ahead of you, or someone with many years of experience in law or another field. It's a great way to understand different paths people have taken and appreciate the variety of work out there for people with law degrees, especially in the public sector.
- Be guided by your interests and strengths to find your niche area.

Whatever you choose to do, I wish you all the very best as you leap from uni into your working life.





# Family Law

## What is Family Law?

Family law is one of the more challenging specialities of law because it involves counselling people through difficult periods of their lives. As a family lawyer, you will assist your clients in navigating divorces, property settlements, post-separation parenting arrangements, financial agreements ("prenups"), child support disputes and agreements. Family lawyers may also deal with family matters involving State based issues such as adoption applications and surrogacy arrangements. Family law can also encompass many different areas of law, such as property law, criminal law and even private international law. While some lawyers specialise in one of these processes, many instead maintain a 'general practice', advising their clients on a range of issues.

## 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. The firm in the past has run work experience programs for students.

### Brisbane law firms that practice family law:

- Barry Nilsson
- HopgoodGanim
- Phillips Family Law
- Damien Greer Lawyers
- Hirst & Co
- Mills Oakley
- Naughton McCarthy
- Ryan Kruger
- Cooper Grace Ward
- DA Family Lawyers
- Hartley Healy
- Simonidis Steel
- Bell Dore
- Daykin Family Law
- Feeney Family Law
- Michael Lynch Family Law
- Page Provan
- Parry Coates Family Law
- Stewart Family Law

# Janelle Osborne

## DIRECTOR Insight Family Law and Mediation

My intro to law firms passed in a blur. Getting through the day meant helping with deeds, conveyancing – businesses, homes and licenses, leases etc, answering phones, chatting with clients, agents, other firms' clerks and at night and weekends, finishing uni and getting through PLT. Admission happened amongst a new-ish job and my own mortgage, then some estate work, compensation, crime matters, relationship agreements, parenting mediations and probably a few others I forget now.

I was busy being a new lawyer, learning the law and processes, figuring out how to manage time, multiple tasks and provide good service. So, a few years passed before I had the brain space to think about what kind of law I wanted to do. In a boutique practice, business and law, and the business of law are all part and parcel. My early learnings about the business made me want to focus on a particular thing, and get good at it. It was easy to figure out what my thing was going to be... The blue "relationship" and "kids" folders already out-piled the red, yellow and green ones in my workspace. Separated people were coming to see me and were referring others. The days spent family lawyering were full, positive and rewarding – they passed by much quicker than some of the other days. So, it was kind of a 'no brainer'. Family Law was already my thing.

Next, I wanted to get good at it – really good. So, I shifted into family lawyer role. A short-term temporary contract with Legal Aid Queensland. I only stayed about 11 years(!). LAQ gave me lots of opportunities and I studied on the side. Things had changed, I had changed in those 11 years. I had become a children's best interest advocate (AKA an Independent Children's Lawyer/Separate Representative), a Mediator and Family Dispute Resolution Practitioner, I had a Masters degree.

LAQ aligned with some of my personal values and passions. Justice must be just, it must be accessible to everyone, and the legal profession has a special place in that. And families have a direct and intense influence on the futures of children. During my time at LAQ, I became a parent. The values and passions I had for myself took on a greater meaning as the values and passions I want to teach my youngsters so that they can live full, healthy, happy lives.

Suddenly that leap I had been 'going to' became 'am doing'. Creating a business is an exciting and agonising process of giving it a go, reflecting, refining, repeating... Insight Family Law and Mediation is built on values like compassion, experience, humanity, integrity, knowledge and collegiality. And just like me, it is a work in progress.

# 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. 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.

## 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.

# Dr. Kate Falconer

## Lecturer at the TC Beirne School of Law, University of Queensland

From my first semester at law school I knew that I wasn't interested in being a practising lawyer, but I was unsure where that left me. It wasn't until I did an advanced research subject in my final year that I knew I wanted to go into academia as a career. This was the first time I had dedicated several months to reading about and thinking through a particular legal problem, and I absolutely loved it.

Research is what drew me to academia, and it is a really important element of the academic job – we are expected to spend around 40% of our time reading, writing, and thinking. This can surprise students, who mostly engage with academics in the classroom – but in fact teaching is only a part of what we do! In addition to research and teaching, we are also expected to spend about 20% of our time in service to the academic community. This generally means doing things like sitting on committees, being a peer reviewer for journal submissions and grant applications, and organising public-facing events.

I love the autonomy that comes with my job. How I divide my time, and what I choose to do with it, on a daily, weekly, monthly, and even yearly basis is largely up to me. This does mean you have to be self-disciplined and self-motivated, but you can be self-disciplined and self-motivated from your couch in your pyjamas if you want!

I also really value the opportunities that being part of the academic community provides. In particular, the chance to travel for conferences or to take up a visiting academic position is always welcome! At the end of the day, though, it is the day-to-day practice of teaching and research – figuring out how to explain a tricky concept clearly in class, or how to best argue for a particular interpretation of a legal rule in an article – that I find most rewarding.

# The Bar

## 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.

## 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.
- 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 judge's associates.
- Job as a Barrister's Assistant or Secretary

# John McKenna KC

## Barrister-at-Law

“

In many ways, I was typical of my generation of UQ law students (1979-1983). Most of us were the first in our families to attend university and had no contacts in the law. So we commenced university, at age 17, with no real idea what the study or practice of law would involve. For many of us, however, we quickly realised that we had chosen wisely.

On a personal level, we were surprised to find such a strong feeling of collegiality amongst law students. On an intellectual level, we were drawn to the challenges of mastering the complexities of statute and case law and trying to use these sources to solve new problems. On a deeper level, we felt that there was something honourable about joining a profession which was so closely involved in maintaining a just society.

As we came to know some of the UQ staff (such as Margaret White) and some of the visiting Judges (including Glen Williams), we soon sensed the fundamental decency and integrity of those in the profession we were hoping to join. All these things, which first struck me at university, continue to attract me to the profession.

In many ways, a career at the bar has similarities to life as a law student. Whilst we have the support of others, it does come down to our individual ability to find a solution to the problems which are presented to us. As with students who have to deal with the pressure of examinations and their deadlines, we have to deal with the pressure of presenting our cases.

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# About JATL

The Justice and the Law Society (JATL) is a vital organisation within the TC Beirne School of Law. An active society with diverse membership, JATL performs an important role in promoting awareness of the intersection between the law and social justice, whilst providing opportunities for professional networking and career development.

Membership is open to anyone: students, professionals, and those who wish to get more involved in our events.

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
- Professional networking and career development.

JATL achieves these goals by hosting professional networking functions, social and sporting functions, and educative seminars, by organising an academic paper competition and by publishing an annual academic journal and quarterly newsletters.

Students interested in becoming a part of the Executive Team and making active contributions to JATL should come along to the Annual General Meeting which typically occurs towards the end of the year.



# Sponsorship

JATL would like to sincerely thank our sponsor this year, the College of Law. Putting together the Beyond Eagle Street portfolio is a mammoth effort that was made infinitely easier with the help of the College of Law.

## Hear from the College of Law:

The College of Law in the Australian legal profession is a name well known. Not only because we've been at the forefront of practice based legal education since 1974, but also that our mission has never faltered. A mission to break with convention, to deliver innovative, flexible education and training to create a career in the legal services industry that lasts.

What else sets us apart? Well, we focus on real life in practice. Taking the theoretical into the current state of the profession, to provide true relevance and practical learning that's valuable, from day dot.

With over 45 years serving the legal profession, we occupy a special place. Most lawyers in Australia and New Zealand today start their career with us, undertaking their Practical Legal Training to prepare for admission to practice. We then support lawyers in their careers through continuing professional development and postgraduate programs such as our LLM in Applied Law. Our aim is to help people succeed as lawyers whatever role they choose to pursue. We want our graduates to be the best they possibly can be and to thrive in the profession. As the legal profession continues to develop we aim to be here to assist in the transition and offer support at every stage of a lawyer's career.





For many law graduates making your next career move may be difficult not because of a lack of choice, but because you have *too many* choices.

By **Ruth Beran**, National Careers Advisor

A law degree opens the door to a wide range of career options and that is even before you consider the opportunities outside of traditional law.

So how do you decide what to do when you don't have a clue?

#### FIRST, TALK TO PEOPLE

Talk to your family and friends and ask them what they think you are good at and what legal specialties and career options they would suggest for you. But don't stop there. They may know you well but they may also have a vested interest in you following a certain career path.

#### INFORMATIONAL INTERVIEWS

Next, write a list of areas of law or careers that you are considering. Then research those areas by speaking to people in the field. Conduct informational interviews where you connect with professionals, have a real or virtual coffee, and ask them about their careers. Ask them questions like:

- How did they get to where they are?
- What do they love about their job? What don't they like about their job?
- What skills do they use regularly in their role?
- Would they recommend that you work in their area of expertise: why or why not?
- What advice would they give to someone who wasn't sure that this was the career they wanted to follow?

#### LOOK OVER YOUR TRANSCRIPT

One way to determine which area of law you may want to practice in is to reflect over your studies at the College of Law and University and ask yourself which subjects you enjoyed or got good grades in. These can be law or other subjects, then ask:

- What skills were you using?
- Why did you enjoy or do well in these subjects?
- Would you like to specialise in this area? Why? Why not?

#### WHAT ARE YOUR INTERESTS?

Try looking at your bookshelf, browsing your audio books or podcast library and considering your non-fiction areas of interest.

- What topics are you naturally drawn to?

The same is true of your hobbies.

- What do you like doing in your spare time?

Matching your interests with your career could be a great way to find a career that you love.

#### BROWSE JOBS ONLINE

Another way to determine what career options interest you is to browse a job site like SEEK.com to try and find your dream job. Starting with legal roles, browse through the jobs from all over the country - don't worry about location focus more on the opportunities. Look at the job titles and role descriptions. Don't just focus on entry level

roles, go all the way to the top. Look at the job specification:

- Do the tasks in that role appeal to you? If not, keep looking.
- Would you like to work in this role in the future, even if it is many years down the track? You can work out how to get there later!

Remember to save the jobs that are of interest, you can use them later for career planning.

Also consider the organisation and ask yourself if you'd like to work there. For the ones that appeal, ask if there are common themes.

- Are you attracted to top-tier, mid-tier or boutique law firms, government, in-house roles or New Law firms?
- What is it about the organisation that attracts you? It may be as simple as the location or something much less tangible, like work/life balance.

If you don't find anything that appeals in the legal section, go broader. For example, starting with the classifications like Community Services & Development or Education & Training, ask yourself:

- Does this category interest me?
- Which categories definitely don't appeal?

Then delve deeper into actual roles and ask again:

- What appeals about the job or the organisation.

Try this process a few times as your dream job may not be advertised on the day you are looking.

Once you have found some common themes, try creating your future dream job and then start planning a way to get yourself there. Think about what skills and experience you may need, and how you can attain them. How will your next role get you closer to your dream job?

#### FLOW

One way to determine what you enjoy in your career is to keep a flow journal. Flow is when you are "in the zone", where time just seems to disappear, you lose yourself in your work or other activities and suddenly the day is gone. Keep a task diary for a couple of weeks (both at work and outside of work) and keep note of when you are in flow.

- What tasks were you doing?
- Did it surprise you that you were in flow or not at a particular time?

Another way to find your flow activities is to ask yourself:

- When have I been compelled to learn?
- What topics have I researched in my own time?
- When have I worked on a project that I felt swept away and taken on more tasks to become more deeply involved?

These are your flow activities.

#### MEANING

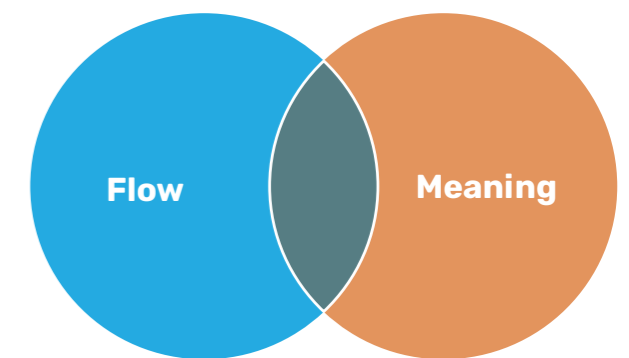
The next step to consider is:

- What gives me meaning?
- What types of projects bring into focus the parts of myself that I like the most?

Earning money may be one type of meaning, but your answers may be more complex, for example: helping people, or pushing the boundaries of knowledge, or advocating for a certain cause. Meaning is a very personal concept and is particular to you.

#### INTERSECTION OF FLOW AND MEANING

Take a look at the two lists you have made, one list of your flow activities and the other of what gives you meaning and see where they overlap. This is the sweet spot, the next step to finding a career that excites you at that intersection of flow and meaning.



#### VOLUNTEER

Volunteering is a great way to "try before you buy" and determine if a career path interests you. It can also give you valuable skills and experience for your CV which you can use to get a job in that industry later.

#### STUDY

Doing further study also allows you to explore potential career options. The College of Law offers a range of study options if you would like to continue your legal education. You can also do short courses or microcredentials at many institutions, so you can dip your toe in the water and then decide if you want to learn more.

#### EXPLORE YOUR OPTIONS

Ultimately, doing is the best way to learn. Some of the activities above may lead you to an instant "ahah" moment, if not you may need to do some more practical exploring. Working out your future career path is often best done by simply going out there and trying it out! Remember that careers are no longer linear and taking a diversion to try something new could end up being the best career decision you ever make.

**Justice and the Law Society (JATL) is a student society under the University of Queensland's 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 the community legal sector, mid-tier, boutique, rural/regional firms, government and in-house legal departments - among many other legal career pathways.**

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

**The 2023 Edition of the Beyond Eagle Street Guide was produced by The Justice and the Law Society's Careers Portfolio.**

