

NDLSS

THE SUNDRY CRIMES

Proudly sponsored by Leo Cussen Centre for Law



From the President: Maddy Shellabear

Welcome to volume 12 of the Sundry Crimes for 2017. Who could believe we are already half way through second semester? This of course means exams are just around the corner, with the university grind coming to the end for the year.

Remember to make the most of every minute, time stops for no one and you don't know what you've got until it's gone.

The semester started with a bang with the Law Ball sponsored by the NDLSS. We were lucky enough to have two fabulous eminent speakers come and inspire the students, the Honourable Justice Le Miere and Prue Hawkins. Thanks to Darcy Harwood for facilitating the evening and to everyone for making it such a fantastic night!

Our competitions have kicked off with the Clayton Utz Client interview in full swing as finals start next Monday. Good luck to all those involved! Further, our sport portfolio is looking promising with the Tri-football coming up in a few weeks, so come down and support your fellow law students. We also have some exciting events in the pipeline for Mental Health Week, so stay tuned for further details such as a free yoga class.

To finish of this segment, I have three pieces of advice:

1. Make the most of University life and get involved in as many activities as possible (it's never too late to add to your CV!)
2. Keep on top of your work and don't leave things to the last minute. Organisation is key in the legal industry.
3. Make the most of your opportunities and use the resources that the NDLSS and University provides, including presentations and resume overviews, it makes a huge difference.

Lastly, a big thank you to Erin Kujda, the NDLSS publications representative for her tireless efforts with the Sundry Crimes. Further thanks to the committee for continuously putting together great opportunities for you all.

Good luck and remember, make good decisions!

Key Dates:

September 22 – Mature Age & Post Grad Bowls Night

October 6 – Tri-Law Tournament

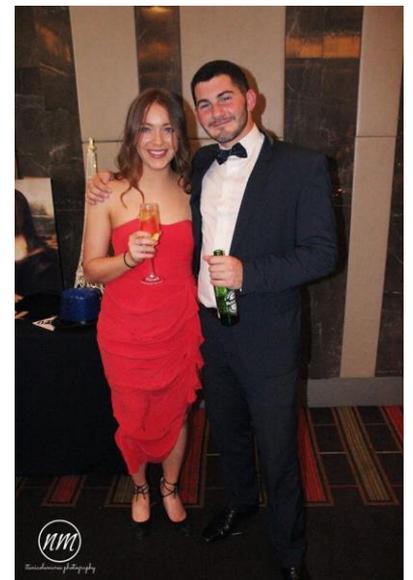
October 9 – Free Yoga for Mental Health Week

October 19 – Final Year Dinner



The NDLSS 'La Soiree Ball' was held on the 19th of August 2017 at the Crown Astral Ballrooms and was an absolutely incredible night! We were delighted to have both Prue Hawkins and Justice Le Miere join us for the evening, sharing their insightful wisdom from their lengthy careers in the legal profession. The night would not have been possible without the tireless work of Emily-May Roberts. We are currently organising the final event of the year – the infamous Quiz Night, so stay posted for updates and start brainstorming those table themes!

- Darcy Wood (Vice President, Social)





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Sports Update

As we rapidly move towards the halfway point of our semester, keep your ears and eyes open on news from the NDLSS regarding our upcoming sporting events.

It all begins on Friday September 8. In anticipation for our tri-law tournament (October 6), the NDLSS welcome all law students to warm their competitive spirit whilst watching Geelong vs. Richmond in the private function room at the Bar Orient in Fremantle from 5.20pm.

We hope to see ya'll there!

Alex Serrangeli (Sports Representative)



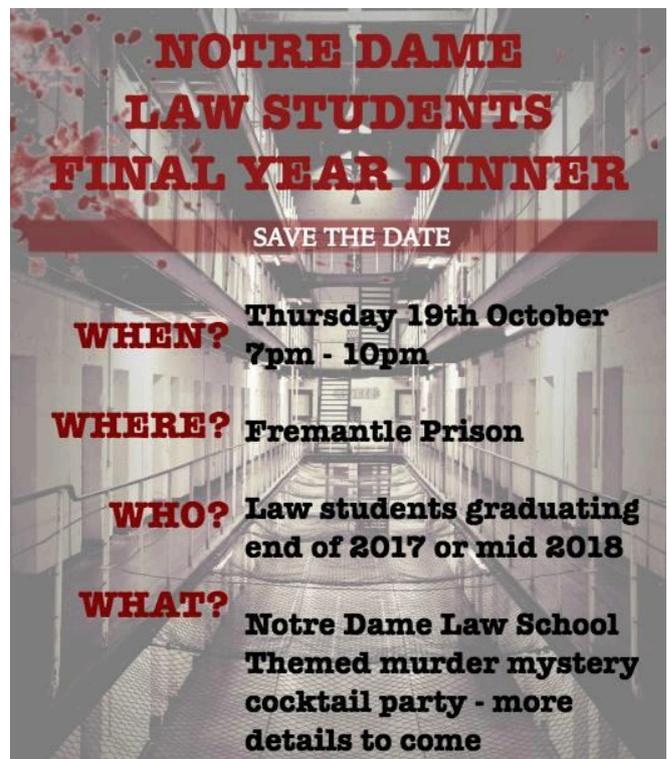
NDLSS FOOTBALL TEAM, COMPETING IN THE FOUNDERS CUP HELD AUGUST 18



NDLSS
MATURE AGE & POST GRAD EVENT:
BOWLS NIGHT

DATE: 22nd September 2017
TIME: 5:00PM • Instructor starting at 5:30 PM
ADDRESS: Mosman Park Bowling Club,
39 Bay View Terrace, MOSMAN PARK

TICKETS COMING SOON



**NOTRE DAME
LAW STUDENTS
FINAL YEAR DINNER**

SAVE THE DATE

WHEN? Thursday 19th October
7pm - 10pm

WHERE? Fremantle Prison

WHO? Law students graduating
end of 2017 or mid 2018

WHAT? Notre Dame Law School
Themed murder mystery
cocktail party - more
details to come



Life at a global law firm



RACHEL LEE
Solicitor

My first two years at Herbert Smith Freehills have offered great training and mentoring, opportunities, and have challenged me as a person - I would recommend this career option to any law graduate in a minute!

RACHEL LEE

How did I get here?

I started at Herbert Smith Freehills in March 2015 after completing a vacation clerkship in January 2014. Prior to clerking I was uncertain whether I wanted to work in government, criminal law, commercial law, community law or perhaps something entirely different.

The reason I chose to work at a large commercial law firm is predominantly for the opportunity to work with smart, dedicated people who challenge you to become the best lawyer possible. I have met great mentors here who have helped me shape my career direction and discover new interest areas. I have also had the opportunity to balance my passions for working on challenging, large "front page" commercial matters and pro bono human rights matters.

Life as a graduate

As a graduate lawyer at Herbert Smith Freehills you complete three six month rotations around teams within the firm. I worked in Employment, Pensions & Incentives, Disputes and Mergers and Acquisitions.

As a graduate I always felt like a valued part of the teams I worked with. In these roles I attended Court, drafted transaction documents, attended General Meetings, prepared research notes and assisted with writing legal advice. A big highlight of the experience was the opportunity to do work with so many offices on deals and disputes happening in various parts of the world from Singapore to Paris to - the most glam of all - Brisbane.

The lawyers I worked with were great at giving me the opportunity to attend client calls and meetings regarding work that I assisted with.

A key difference from law school is that you have people sitting in front of you with a real problem - often involving millions of dollars and lots of non-legal commercial risks and pressures to factor in - and no clear answer. This can be scary, but it is also what motivates you to do the best work possible and give a clear, commercial answer to help the business you are working with.

I have also been involved in the firm's community initiatives. This has included a mentoring program for girls at Clontarf Aboriginal College, cooking Christmas dinner for the kids at Ronald McDonald House and meeting with the firm's Big Issue vendor, Eve, fortnightly.

Working in London

I recently completed a six month secondment in our London office. Graduates have the opportunity to apply for a secondment to our London office or one of our Asian offices during their first two years.

Working at the London office has been the opportunity of a lifetime. People here call us "Herbies", which is a cute alternative to the nickname Herbert Smith Freehills had while I was at UWA of "Freemeals".

The clients that I work with are predominantly in the consumer products sector including pharmaceutical manufacturers, alcoholic beverages companies, food and soft drink companies and self driving cars (sadly yet to be offered a test drive, but we did get toy cars from one client!). I have had the opportunity to meet with top QCs, have assisted with a Court of Appeal hearing on issues of international intellectual property law and have worked on market leading advice for emerging consumer products (including an analysis of Twitter Tweets for one matter!).

In addition to client work, I have also worked on pro bono EU migration law advice to vulnerable people such as trafficking victims, human rights law position papers on issues such the rights of the children of prisoners and (for the Serial podcast fans) I have been involved in an innocence-project style appeal of a murder case from the Caribbean to the Privy Council.

It has not been all work and no play - two of my favourite social events have been the Herbert Smith Freehills Christmas party inside Tower Bridge overlooking the Thames and a comedy night with performers from Edinburgh Fringe for multi-cultural week.

This article touches on the process post clerkship applications, including interview skills, the logistics of acceptance day and potential alternatives for those who don't clerk.

Interviews

Receiving an interview

There is no set date for when students are offered an interview. Generally speaking, firms begin to contact students a couple of weeks after the application deadline, usually by phone or email. However, it is not uncommon to be notified of an interview offer a month or more after the application deadline has passed. If you are offered an interview, congratulations! The purpose of an interview is twofold.

First, the firm believes you are suitable for the position and now wants to determine whether you are a fit for its culture. This is your chance to reinforce the positive impression already made through your application (and, potentially, information night). You should be able to elaborate on your cover letter and CV, highlighting achievements, awards, positions held, and how they have helped qualify you for a position in law.

Second, and most importantly, it gives you an opportunity to determine whether the firm is suitable for you. This is your opportunity to learn more about the firm, the position you are applying for and the people who work there.

Types of interviews

Individual interviews

Individual interviews usually require you to meet with the firm's HR and a senior associate and/or a partner. This is the most common form of interview. You will be asked a number of questions to help the firm better understand you, your motivations for practising law and how you would fit in with the firm. Psychometric testing is also used to tailor questions to the interviewee. Additionally, an individual interview enables interviewers to assess your communication skills and confidence in answering questions.

Group interviews

Group interviews or assessment centres are far less common in the clerkship process. The aim is to assess your ability to work in a team environment by discussing a generic problem scenario or a case note.

Before the interview

Preparation

The interview is arguably your best chance to stand out from the crowd. Given this, it is imperative that you do your research. Interviewers want you to demonstrate your interest in working for their firm and desire to work in the law. Research recent work the firm has done in areas of interest to you and what the firm looks for in prospective employees. If possible, speak to someone who has clerked or worked at the firm, particularly graduates who have recently come from the clerkship process.

Research

The best place to start your research is the firm's website. This allows you to find out about the firm's values, practice areas, employees and recent matters. However, you should not stop there; it is obvious to an interviewer if someone is just reciting readily available information from the firm's website.

As mentioned above, an effective method of finding out more about a firm is to speak to the people who work there. While careers fairs and on-campus presentations are now in the rear-view mirror, seek out previous clerks, your allocated buddy (if you have one) or current graduates, to get an understanding of the work and culture of the firm. If you are told who will be interviewing you, research their previous experience and matters they have worked on.

Sources such as the *AFR* or *Lawyers Weekly* provide up-to-date information about matters the firm is working on, and insight into the legal profession generally. Such sources can also be used to highlight your commercial awareness and understanding of current events.

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Be yourself

While a cliché, it is essential that you be yourself. Ensure you know your CV and cover letter back to front. You want to make sure you are prepared for any questions relating to your written application and that you are able to draw on cited experiences as examples in response to questions.

Tips

- While speaking with current or ex-employees of a firm, it is helpful to get an understanding of the work and culture, then go into your interview with an open mind and decide for yourself whether the firm is right for you.
- Have more than one example to draw on in response to questions.
- Ensure you have all relevant documentation with you.
- Be prepared to answer *difficult* questions in relation to your application. If you say you are passionate about contract law, be prepared to answer a question on it. I was once asked what recent High Court contract case the firm I was interviewing at was involved in and what its outcome was.
- Similarly, if you state you speak a language at intermediate or advanced level, be prepared to answer a question in that language.
- Expect to be asked 'Do you have any questions for us?' Have a number of questions to ask, particularly about areas of interest to you. This helps you decide whether the firm is right for you, while displaying to the interviewer your interest in the firm. In some ways, this is the most important question of the interview.
- Have a thought-out answer to the questions 'Why commercial law?' and 'Why us?'
- Ask for feedback on your application and interview – learn from your mistakes. It also shows the interviewers a willingness to develop and receive (constructive) criticism.

What not to do

While the below might seem obvious, they are common mistakes by law students (myself included)

- arriving late (QV1 is a long walk from the train);
- poor presentation – improper dress, and lack of cleanliness (due to running from the train to QV1);
- bad manners, lack of eye contact (often indicative of nerves);
- addressing the interviewer by the wrong name;
- inability to listen/not answering the questions properly; and
- having little or no knowledge about the organisation (eg don't say you want to work in the firm's M&A team if they don't have one).

Offers day

If you had multiple interviews, expect every firm to call you. Most likely they won't, but preparation is key. Prepare your preferences, rank every firm and decide in advance where you want to go in each period (Summer 1, Summer 2 and Winter).

What happens on offers day?

If you are lucky enough to get an offer, or a number of offers, you will receive a phone call from the firm, usually from your interviewer, any time between 9am and 11am.

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Do you have to accept the offer straight away?

No, you have until 11am to decide. It is perfectly acceptable to thank the firm for their offer and ask if you can call them back with your decision. This gives you the chance to reflect on everything, wait for any other offers and make a considered decision.

If you haven't received a call from your preferred, or a particular, firm, its perfectly okay to call their HR and ask whether or not you'll be receiving an offer.

Alternatives to formal clerkships

Not receiving an offer on clerkship offers day is not the end of the world. The same can be said for graduate offers day. If you are unsuccessful in these areas, there is still a range of opportunities available.

A number of law firms don't subscribe to the formal clerkship process and dates, instead offering casual roles and one-day-a-week clerkships. While writing more cover letters and sending more applications might be the last thing you want to do, it is essential.

Volunteer positions and community legal centres also offer year-round positions. Alternatively, you could apply to a barrister to do research work.

Ultimately, if you want a career in law, you have to build up the necessary experience to show your prospective employer you have what it takes. The above is a small sample of available options. If you miss out on the formal clerkships, build on your experience and reapply to firms for a graduate position when they go to market.

Best of luck with the clerkship interviews and offers day – it is a long process, which ultimately ends July 2018. If you have any questions about the process, any of the above or my experiences at the firms I clerked at, feel free to contact me.

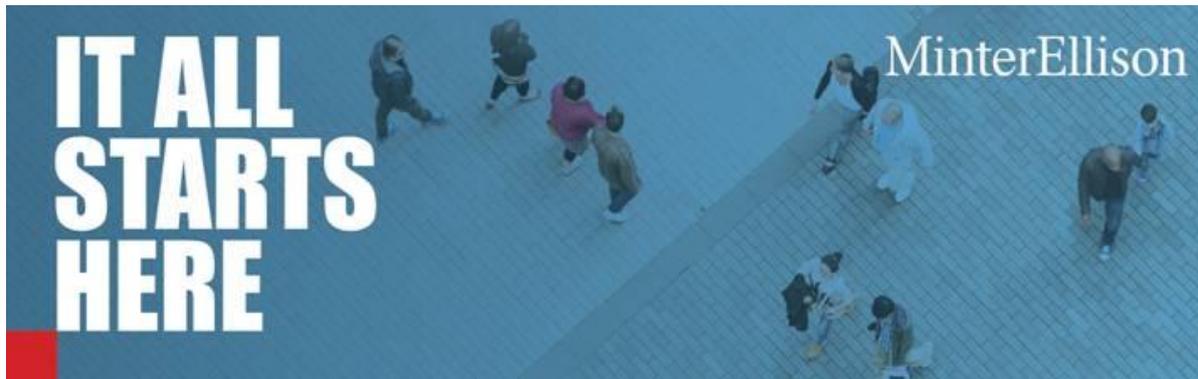
Good luck

Alastair Henderson

LawyersWeekly Law Awards

Congratulations to our Competitions Representative Amy Bradley who was a top 10 national finalists in the LawyersWeekly Law Awards held on Friday the 1st of September in Sydney.

Amy has done an amazing job in her role on the NDLS's committee this year and we are so proud of this massive achievement!



So you have submitted your application, completed your psychometric testing and made it through to the interview round, what next?

The main goal of your CV and cover letter is to make it through to interview round. This is where your application comes to life and where you get the opportunity to ask us questions back. First impressions matter so ensure you are on time to the interview (10 minutes early), are presented well and have a firm handshake with good eye contact. Here are a few of MinterEllison's top tips for interviews to assist you on the day:

- **Don't fit a mould!** You may have an idea of what a top tier lawyer needs to be but don't be bound by this. MinterEllison understands that the highest performing teams are those with diversity, we are always on the lookout for people that can think differently.
- **There is no substitute for preparation.** If it's in your application make sure you know it, and can talk about it. Have a think about qualities you intend to highlight when asked about certain areas on your CV.
- **Don't panic if you don't know the answer.** Just breathe, relax and let us know you don't have an answer on the spot, ask if you can come back to it slightly later.
- **Be confident and proud!** You have made it to the interview for a reason.... we think you deserve to be there. Try not to feel too daunted by the occasion, you will get a lot of support along the way.

Check out our clerk and graduate recruitment website graduates.minterellison.com and join us on Facebook for tips to make your application stand out from the crowd, keep up with important dates and hear stories from our people.

ALSA 2017 Report

In July 2017, seven Notre Dame Law Students attended the annual Australian Law Students' Society (ALSA) Conference in Canberra. The Conference is an opportunity for some of the best and brightest law students in Australia, New Zealand and Asia to compete and receive feedback from the Judges. This year's Conference was hosted by the Australian National University. The Grand Final Moot was held at the High Court of Australia, with a panel of Judges which included retired Justice William Gummow AC.

Amy Joseph and Daniel Ravikovitch competed in Negotiations, Jessica Pemberton and Andrew Oud in Client Interview and Andrew Weston and Karess Dias in the Moot. Katie Cranfield attended as the Notre Dame Law Students' Society (NDLSS) Representative and was a Judge for the Trial Advocacy/Witness Examination Competitions.

As well being involved in competitions and seminars, these students attended social events including the ALSA Opening Gala at the Boat House, ALSA Break Night Ball at the Parliament House of Australia and the

ALSA Closing Gala at the Australian War Memorial. Here they got to network with law students and legal professionals from around Australia, Asia and New Zealand, and were particularly excited to meet some of the Notre Dame Sydney Law Students.

The 2018 ALSA Conference will be held in Adelaide. Law Students who are interested in this incredible opportunity are encouraged to compete in the NDLSS Competitions. The Grand Final winners of these competitions have the opportunity to compete at ALSA.

Katie Cranfield
Social Justice Representative
NDLSS





“As a Law Graduate at Jackson McDonald I am encouraged to develop confidence in my skills by taking on responsibilities and challenges at an early stage. The work I have been involved in as a Graduate has been both interesting and rewarding, and I have enjoyed working as part of a firm that is well respected amongst the legal community.”

Emma Della Posta, 2017 Law Graduate

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DLA Piper on:**Why we've introduced the Assessment Centre and how to go about them**

This year, we've introduced the Assessment Centre as part of our recruitment process for our Clerkship Program across Australia. The Assessment Centre commonly comprises a variety of tasks or elements in order for employers to assess candidates in a more holistic manner. In an attempt to move away from a stagnant and more traditional approach to recruitment, that relies heavily on judging a candidate by their CV and transcripts, we're bringing into play an opportunity for candidates to demonstrate their problem solving, communication, team work and other skills that are generally intangible but still critical to success. The overarching goal? To recruit clerks who will best adapt to our firm culture and join us on the journey towards innovation and shift towards client centric business solutions.

So what will a DLA Piper Assessment Centre look like? Ultimately we're looking to see if candidates 'get what our business is about'. Whilst many law students are extremely well versed in the subject matter, we often see that they lack the broader ability to apply the law to solve far-reaching client problems. That's why, during our Assessment Centre, we put candidates through 3 assessments; a group activity, a traditional behavioural interview and a mock 'board' presentation. This allows assessors to more accurately predict how a candidate will operate in the real world with peers, supervisors and clients alike. Further, candidates will conclude their assessment activities with a casual networking lunch, which is a fantastic opportunity to put your networking and communication skills to work and create a lasting impression on some of our partners and senior associates.

Whilst candidates won't get any of the reading materials for the group activity or presentation until the day of the Assessment Centre, understanding what assessors will be looking for is the best way to prepare for these tasks. So what are we assessing? We're looking for candidates who can not only process information accurately, but can also think on their feet and produce solutions to hypothetical client problems. But the assessment goes further than that. Can candidates work effectively within a team? How do they interact with peers? What is their working style? It's not going to be based purely on how 'smart' you are, but rather, are you business savvy?

Lastly, the behavioural interview may seem stock standard but is often the demise of many talented students, simply because they do not know how to approach them. The key purpose of a behavioural interview is to assess a candidate based on how they have approached a situation based on their previous experiences. To help candidates divulge examples into palatable explanations, we use an approach known as the STAR technique. The STAR technique will help candidates give clear and concise answers to any behavioural style interview question and is broken down into the following:

S - Situation: what was the situation at hand?

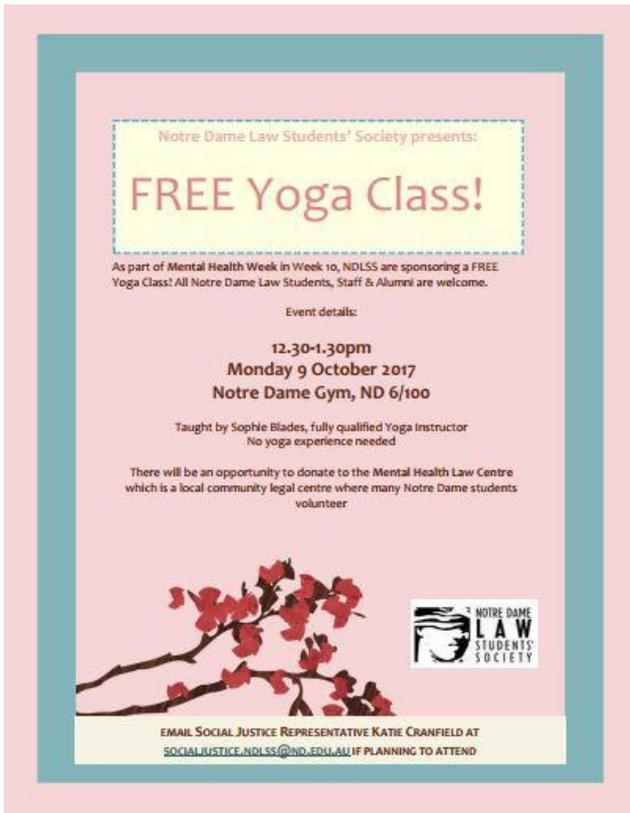
T - Task: what was the task you needed to complete or solve?

A - Action: In the situation, what did YOU do? What action did YOU take?

R - Result: And what was the end result? What was the learning from this?

Most behavioural interviews will be centred around pre-determined competencies, dependent on the requirements of the position you are to be considered for. For example; problem solving, relationship building, negotiation and so on. We generally tell candidates that the best way to prepare for these interviews is to have 5-7 examples in your head before you go into a behavioural interview. It's also great to have a mixture of examples that span across all facets of your experience; part time jobs, university and extra-curricular activities. Also keep in mind that the 'RESULT' part of your answer doesn't always have to be a positive outcome. As long as you are able to demonstrate the action that YOU took, and were able to take that result and either learn or improve, then you will successfully answer any behavioural style question.

For more information on DLA Piper student programs, visit our website or join us on Facebook ([facebook.com/dlapipergrads](https://www.facebook.com/dlapipergrads)) to stay up to date with all things Graduate related!



Are you interested in contributing an article to the final issue of the Sundry Crimes for 2017? We're always looking for insightful and interesting student contributions.

Email Erin Kujda at: publications.ndlss@nd.edu.au

The Notre Dame Law Student's Society



Notre Dame Law Student Society



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