

An aerial photograph of a city, likely Auckland, New Zealand, showing a dense urban area with various buildings and a waterfront. In the background, there are rolling hills or mountains under a clear sky. The image is used as a background for the text.

Faculty of **Law**

TE KAUHANGANUI TĀTAI TURE

**Clerkships, internships and employment:
Information for Law students**
Monday, 26 March 2018

MARK HICKFORD
Pro Vice-Chancellor and
Dean of Law



FLETCHER BOSWELL
President, Victoria University of
Wellington Law Students'
Society



A brief agenda – setting the scene

Purpose of this gathering is to:

- Convene as a community of students with Faculty and University representatives
- Discuss various tips and insights around careers, including summer clerkship interviews
- Let you know about University resources available to you



A Snapshot – 1 February 2018

- ‘Admission of those who qualify to become barristers and solicitors of the high court occurs throughout the year. The number of female law graduates admitted has exceeded the number of male graduates since 1993.’
- ‘With around 1710 people completing an LLB or LLB(hons) degree each year, it appears that about **60%** of law graduates are admitted as barristers and solicitors.’
- ‘The number of in-house lawyers practising in New Zealand continues to grow. Female lawyers dominate the in-house side of the profession, making up **61.4%** of in-house lawyers.’

Source: New Zealand Law Society, February 2018

Eight employers since 1993:



Two private sector firms – one in Auckland (litigation); one in Wellington (litigation)

Crown Counsel – litigation; legislative design

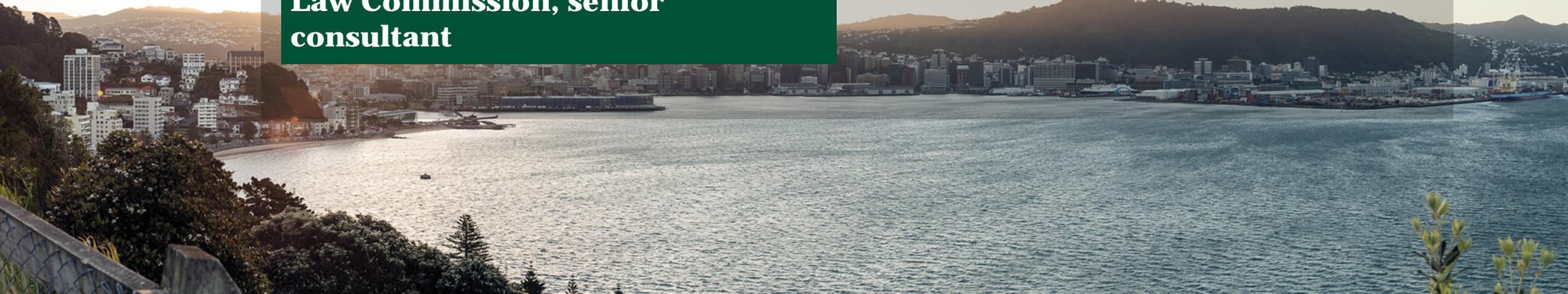
Advisor to the Prime Minister (policy and law)

Postgraduate study and lecturing

Pro Vice-Chancellor and Dean

Chief Legal Counsel – 50 lawyers (seconded)

Law Commission, senior consultant



Thinking about your curriculum vitae

- What story does your CV tell about you and how does it fit the role?
- What questions might a reader ask?
- How easy is it to see what you have achieved?
- Is the format professional and appropriate for the type of role you are seeking ?
- What would make the reader put your CV into the “must interview” pile?



Constructing a 'portfolio' of oneself through time

- **Rejections do happen**
- **DAVI – Diversity, Adversity, Variety, Intensity: this is how and where 'growth' happens**
- **Intensity:** motivation can be seen in the choices individuals make among goals to pursue (i.e., direction), the amount of effort they put forth toward attaining the goals (i.e., intensity), and persistence of action (i.e., duration)
- **Variety:** working in different sectors, different organisations and different roles
- **Dealing with ambiguity:** Can effectively cope with change; can shift gears comfortably; can decide and act without having the total picture; can comfortably handle risk and uncertainty

Preparation for interview

- Go back to your covering letter and positioning statement and review what you said.
- Re-read the competencies and expected outcomes in the role description and have a compelling example of when you have demonstrated each competency.
- Think about your fit for the role – what do you bring and what will you offer?



Competency Examples (STARR(Y))

- Situation (what was happening)
- Task (what you had to do)
- Action (what you did)
- Results (the outcomes you achieved)
- Relevance - How this situation has given you skills which fit the role you are applying for
- “Y” – why is this important to the panel?



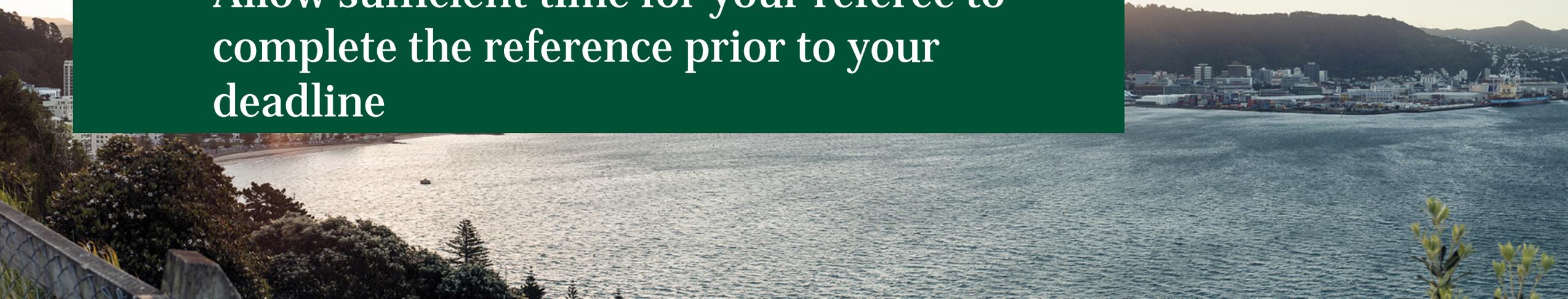
What employers look for

Employers - looking for persons who demonstrate curiosity, which can be demonstrated as a trait or attribute through participating with others in activities that may engage conflict or disagreement or the need to marshal teams; can navigate ambiguities; be self-directing (not passive)



References

- Ask before including someone as a referee
- Be clear about what you require in your reference
- Allow sufficient time for your referee to complete the reference prior to your deadline



Support available to you



Pam Thorburn
Director, Student and Academic Services



A student perspective: Anna Prestidge



Q&A

Fletcher Boswell, President Victoria University of Wellington Law Students' Society

Mark Hickford, Pro Vice-Chancellor and Dean of Law

Pam Thorburn, Director Student and Academic Services

Anna Prestidge, student speaker

Gerard Hoffman, Manager Student Counselling

Jane Fletcher, Manager Careers and Employment