

An aerial photograph of a city, likely Auckland, New Zealand, showing a harbor, various buildings, and mountains in the distance. 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**
Tuesday, 23 March 2021

MARK HICKFORD
Pro Vice-Chancellor and
Dean of Law



MEGHAN GRANT
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 May 2020

- ‘Women make up 52.5% of 14,039 new Zealand-based lawyers. Women outnumbered men for the first time in January 2018. Over 60% of people admitted as lawyers in new Zealand are women. If this rate continues – and it shows no sign of slowing – women will comprise around 60% of the profession by 2030.’
- ‘Of course that needs to be balanced against the fact that women make up just 34% of directors and partners in firms with more than one lawyer, and slightly under 23% of Queen’s Counsel.’
- ‘Wellington and Auckland dominate with 77% of all in-house lawyers. While Auckland now has more in-house lawyers than Wellington, the legal profession in Wellington (49.1% of all lawyers) and Lower Hutt (36.6%) still has the highest proportion working in-house.’

Source: New Zealand Law Society, 1 May 2020

BELL GULLY BUDDLE WEIR

BARRISTERS & SOLICITORS

The Auckland Club Tower.

34 Shortland Street, Auckland, New Zealand.

Postal Address: P.O. Box 4199, Auckland, New Zealand.

DX: 9.

Fax: (9) 309-3312 or (9) 307-9368.

Telephone: (9) 309-0859.

Our Reference:

Your Reference:

17 May 1991

Mark Hickford
3 Mescal Street
Massey
AUCKLAND 8

Dear Mark

Re: SUMMER CLERK PROGRAMME

Our staff partners enjoyed meeting you recently to discuss our summer clerk programme and your thoughts concerning your career.

I regret to advise you that we will not be offering you a position in our summer clerk programme.

Portfolio - Eight employers since 1993:



Two private sector firms – one large in Auckland (litigation); one ‘boutique’ in Wellington (litigation)

Crown Counsel – litigation; legislative design; legal-policy

Advisor to the Prime Minister (policy and law)

Postgraduate study and lecturing

Pro Vice-Chancellor and Dean

Chief Legal Counsel and Director of Legal Services – 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?
- For help with applications, CVs and cover letters, please visit wgtn.ac.nz/careers



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 outcomes and have a compelling example of when you have demonstrated each competency
- Think about your fit for the role – what do you bring
- For help with interviews, please visit wgtn.ac.nz/careers



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 are 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 Academic Services



Support available to you

AIMEE MAAKA

Student Interests and Conflict Resolution Advisor
student.interest@vuw.ac.nz





Safety on campus

As a student you can receive confidential advice and support about responding to threatening, inappropriate, and concerning behaviour.



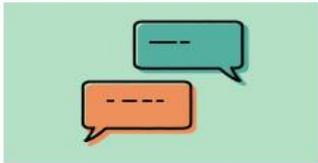
Reporting concerning behaviour

Victoria University of Wellington is committed to supporting a learning environment that is free from sexually harmful behaviours.



Academic integrity

Academic integrity means that all staff and students—in teaching and learning—are expected to treat others honestly, fairly and with respect at all times.



Restorative communities

As a restorative university, all students and staff at Victoria University of Wellington are part of a community that promotes positive relationships.



Respectful communities

This will be the place where we have content like consent, and bystander intervention.



Student interest and conflict resolution team

You can contact the Student Interest and Conflict Resolution team for a confidential conversation about your options for support and reporting.

Our pledge of support for you

Victoria University regards harassment of any kind involving students, whether on or off campus, as unacceptable. Students have the option to do an internship as part of specific courses, apply for summer internships, or take employment generally. These can be wonderful opportunities. Wherever you choose to work, you are entitled to be safe and happy. If harassment, bullying or discrimination compromises this in any way, Victoria University will support you and enable you to access help.

A student perspective: Rhianna Morar



Q&A

Meghan Grant, President Victoria University of Wellington Law Students' Society

Mark Hickford, Pro Vice-Chancellor and Dean of Law

Pam Thorburn, Director Student and Academic Services

Aimee Maaka, Student Interests and Conflict Resolution Advisor

Rhianna Morar, student speaker

Jane Fletcher, Manager Careers and Employment