

CLAYTON UTZ

CREATING YOUR CAREER AT

Clayton Utz



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What do lawyers at Clayton Utz do - and why

Who we are

Clayton Utz is one of Australia's largest and most successful law firms.

We understand that being an outstanding legal adviser means more than just knowing the law. It means being a trusted adviser to our clients – understanding their business and working with them to give them the support they need to achieve their business goals.

We also know that not everyone in the community has the same access to legal services. Clayton Utz takes its commitment to Pro Bono legal work very seriously. We have a dedicated Pro Bono partner who oversees our extensive Pro Bono program. Over the last decade, our lawyers have provided more than 200,000 hours of free legal assistance to hundreds of individuals and charities.

Being a lawyer is also about challenging yourself. Our lawyers advise on some of the most complex and innovative transactions being undertaken in Australia and internationally. At Clayton Utz, you'll have plenty of opportunities to test your legal and commercial skills in a supportive and nurturing environment.

Clayton Utz at a glance

- ▶ Established in 1833 in Sydney
- ▶ More than 220 partners and 1,750 staff
- ▶ Offices in Sydney, Melbourne, Brisbane, Perth, Canberra and Darwin
- ▶ Clients include many of Australia's largest and best-known companies, and hundreds of government agencies and departments
- ▶ Chief Executive Partner is David Fagan
- ▶ Four core departments: Banking & Financial Services; Corporate; Litigation & Dispute Resolution; and Property, Environment & Construction

What we believe in:

- ▶ Highest ethical standards
- ▶ Drive for excellence
- ▶ Outstanding client service
- ▶ Communication and teamwork
- ▶ Achieving and maintaining balance
- ▶ Proactive and dynamic leadership

Working with our clients

Clients are what our business is all about. As a leading commercial law firm, Clayton Utz is proud to have a large and diverse client base that includes some of the country's leading public and private sector organisations.

We also have a strong international focus and client base through our membership of the exclusive legal networks Pacific Rim Advisory Council and Lex Mundi.

As a graduate at Clayton Utz, you will have the opportunity to work with both local and international clients on a diverse range of matters, across a broad spectrum of industries.

"The exposure I've been given by partners in terms of a glimpse of the high-level strategies associated with working alongside long-term clients is both the most challenging and rewarding aspect of my graduate experience. I've been surprised at, and welcomed, the chance to be quite 'hands on'. The range of work, the level of responsibility in significant matters and the guidance I've been given has allowed me to take on the role with confidence."

Tom Lin, Lawyer, Melbourne

What sort of law can you do here?

Clayton Utz has four core departments:

- ▶ Banking & Financial Services
- ▶ Corporate
- ▶ Litigation & Dispute Resolution
- ▶ Property, Environment & Construction

Within these departments are a number of industry and practice groups, ranging from Intellectual Property, Product Liability, Telecommunications & Media, to Environment and Planning, Real Estate, Structured Finance, Mergers & Acquisitions and Major Projects.

Clayton Utz also has specialist groups focused on emerging and developing areas of law, such as Climate Change and Water.

Clayton Utz in the community

Clayton Utz takes its commitment to the community seriously.

Our Community Connect program has three elements: Community participation, our Pro Bono program and the Clayton Utz Foundation.

We see Pro Bono work as an essential part of being a lawyer. It can also be very rewarding and satisfying. That's why every lawyer at Clayton Utz has made a commitment to undertaking Pro Bono work. We are a foundation signatory to the National Pro Bono Resource Centre's Aspirational Pro Bono target of 35 hours a year per lawyer – a target we're well on track to meeting.

As a graduate at the firm, you will also have an opportunity to take part in one of our many community involvement programs, among which is a focus on reading for children and young people.

The Clayton Utz Foundation is also an important part of our community involvement. In 2008, the Foundation made grants to over 42 charities and organisations and our people were involved in a range of volunteer community activities.

Tessa Van Duyn, a Lawyer in our Canberra office, spent six weeks on secondment to Kimberley Community Legal Services, in Kununurra, Western Australia – one of the most geographically isolated community legal centres in the country.

“Who would have thought that a corporate lawyer from the nation’s capital would suddenly be thrown in the deep end of the pool of indigenous-related legal issues, including family law, wills and estates and criminal law. Fortunately, as a result of the support, guidance and training I received as a junior lawyer at Clayton Utz, I was in a sound starting position from which to build my knowledge.

In six weeks, my life in the outback had included encounters with crocodiles, wild barramundi, boab trees, vast red plains, the stunning azure waters of Cable Beach, breathtaking ochre paintings, indigenous cultural mores and traditions, secret women’s business and myriad experiences with all the beautiful women, children and men who were willing to share their lives and experiences with me. Challenges and experiences abounded during my secondment... as they do in my day-to-day life as a litigator and Pro Bono lawyer at Clayton Utz”.

Tara Walker, a Lawyer in our Sydney Litigation & Dispute Resolution group, describes her experience on a Pro Bono disability discrimination matter.

“The client was hearing impaired and had a profound speech impediment. I communicated with the client in person, on the phone and in writing. Telephone communications were quite challenging as they involved listening to and interpreting the client’s words, distilling the legal and non-legal issues and providing clear and calming advice... I found the experience to be very challenging but also very rewarding as I was able to develop a high level of trust and confidence with my client. The experience helped me to develop my communication skills and refined my ability to distinguish between legal and non-legal issues”.

Who you are

An individual

There is no such thing as an ideal Clayton Utz graduate.

Our graduates have ranged in age from 21 to 50 years and many have come from diverse backgrounds, from musicians and artists to dentists, physiotherapists and engineers.

Many of our partners have also had careers outside the law, so we are open to people who can bring to the firm the benefits of their individual experiences.

A thinker – and good with people

While there is no Clayton Utz mould, there are certain core attributes we look for in our graduates. As a firm that values its client relationships highly, we look for individuals who are personable, practical, commercially savvy and flexible.

Our lawyers do complex and innovative legal work, so it's important that our graduates are also intelligent and motivated individuals who aren't afraid of a challenge.

Well-balanced

What you do outside of working hours is also important to us, be it sporting, social, creative or community-based activities. Having interests outside the law tell us that you are a well-rounded person who has a balanced approach to life and is interested in the world around you.

Focused on personal and professional development

We also recognise the importance of our graduates being properly mentored and supported through their rotations. We can give you this support at Clayton Utz.

"My team has been incredibly supportive... solicitors in the group will sit you down and thoroughly explain the background to a matter so that you have a complete understanding of how your work will fit in with the rest of the work being done. No-one is ever too busy to explain something you don't understand..."

Emma Hoiberg,
Lawyer, Brisbane

Creating your career

So you want a legal career... but what sort of career?

Do you want to stay in the same law firm? Get experience in other fields to complement your legal skills? Work intensively with one client? Do more study to expand your skills?

At Clayton Utz, you'll find every lawyer has a different story to tell about his or her career and the paths they've followed.

So what sort of legal career will you have?

That's up to you.

Clerkship program

No matter how good a law course is, there's always a gap between theory and practice.

Our Clerkship program helps you jump the gap.

Over the course of the program, you'll join legal teams and work on actual matters for our clients across a wide range of legal areas, under the supervision of a partner or senior associate, and with the support of the team.

You'll have an opportunity to discover the office environment and culture at Clayton Utz first hand, and to extend yourself and expand your knowledge.

"I choose to work at Clayton Utz because of the people and the fact that they support me in becoming the best lawyer I can be".

Jennifer Teh,
Lawyer, Sydney

Graduate program

I've got my new suit and a Clayton Utz security pass.
Now what?

Relax. We'll show you where your desk is... and a lot more.

As a graduate, you'll be part of a structured program designed to expose you to all areas of the firm. You'll rotate through various practice areas and work on both contentious and non-contentious matters with our partners and lawyers, as part of the team.

At the end of each rotation, you and your supervisor will review your performance, and the Human Resources team will work closely with you to choose your preferences and next rotation area.

Along the way, you'll have the support and guidance of your supervisor, partner and team members.

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One size doesn't fit all

The usual career path at Clayton Utz is from graduate to lawyer, senior associate or special counsel, and then partner, based on your ability, performance, experience and contribution.

Along the way, you'll discover more options and chances to increase your skills and legal savvy. And at every step, we'll be there with you.

So whether you want to step sideways into a secondment, take some time out, explore new fields, or study – you can.

If you want a clear path for your career,
we have one.

If you want to create your own path,
we'll give you the tools.

Keep evolving

We don't think that the learning process stops once you've left university.

You've already seen how our Clerkship and Graduate programs emphasise mentoring, guidance and support from peers and senior lawyers, feedback and induction programs. There are other ways we help you continually develop your knowledge and expertise.

At Clayton Utz, you'll have opportunities to learn from internal and external Continuing Legal Education programs, and we'll help you with further formal education too.

When you become a lawyer, secondments to clients can also help you expand your horizons and get a better understanding of our clients' businesses and needs.

As you become more senior, you can take advantage of our programs tailored to your needs at that point, helping you develop management and other skills for the next step in your career.

I forgot what
I was taught.
I only remember
what I've learnt.

Patrick White

Australian novelist

Source: The Solid Mandala

Come join
US

If you'd like to know more about how you can create your career at Clayton Utz, please contact the Human Resources Manager in your State.

Details on our website at
www.claytonutz.com/careers

If you're ready to apply, visit
www.claytonutz.com/graduates
and follow the prompts.

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