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One of the major reasons I studied law was because of the career options a law degree gives you. In previous editions of *debrief* we have featured law graduates who have chosen extremely diverse career paths.

On the one hand you have Peter Garrett with his environmentalist and past musical careers and on the other, former High Court Chief

Justice, The Hon. Sir Gerard Brennan AC KBE. Law graduates take on challenging roles in law firms, corporations, government, in small business and at the Bar.

Universities have historically required or encouraged law students to combine their law degree with another undergraduate degree - recognising that legal knowledge benefits from being built on a broader framework. At the end of the day, however, many lawyers who have completed double degrees end up practising in areas quite unrelated to their university studies.

Just as changing from a resources economy to a services economy required industries to adjust and people to retrain and reskill, lawyers are having to adapt to a changing legal services market by changing specialities and moving between careers in corporate, government and private practice. Many people are choosing not to practise as lawyers and to use their legal training in different ways.

NSW Young Lawyers provides a number of ways to help young lawyers and law students make career decisions. Our 13 committees are open to all young lawyers and law students who have an interest in the issues those committees discuss. Whether it is business law, civil litigation, criminal law, human rights or a host of other areas (see committees.younglawyers.com.au), NSW Young Lawyers provides an avenue for you to meet practitioners practising in that area and find out what makes them tick.

Through our continuing legal education program, NSW Young Lawyers also provides low cost seminars on current issues across the full spectrum of legal practice. This gives you the chance to delve into a new area of law and meet practitioners in that area to discuss career opportunities.

NSW Young Lawyers' Careers and Industrial Relations Committees are busily organising a range of programs and helpful guides to assist lawyers and law students make career decisions and negotiate the terms and conditions of their employment.

Lawyers are easily clearing jurisdictional hurdles and are working around the world. Inside this edition of *debrief*, we have information about working overseas and in regional areas to help you consider your options.

While the legal profession has always been philosophically supportive of diversity through the notion of "equality before the law", the profession is now starting to see the real benefits of greater diversity and "equality within the law." Law firms are increasingly committed to entrenching a flexible work culture that supports diversity in age, gender, nationality, religion, sexuality, physical abilities and other responsibilities and interests outside work.

One of the things that sets law apart from other careers is the responsibility we have to our clients, our community, our colleagues and our judicial system. This is the other reason I studied law.

Regardless of your career choice, involvement in NSW Young Lawyers gives you a real opportunity to contribute to the delivery of justice in NSW by drawing on our diverse legal and non-legal skills. So whether you are looking for ways to develop your career or ways to put something back into the community, visit our website, check out our committees and events and give us your suggestions: www.younglawyers.com.au.

Andrew Perry
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uni.younglawyers

If you're a law student in New South Wales then you're a member of NSW Young Lawyers!

As a student member of NSW Young Lawyers, you are entitled to receive a copy of this newsletter, participate in our committees and come to our professional development seminars for half price! (see back page)

NSW Young Lawyers also holds regular social events which you are invited to attend and a Mid-Year and Annual Retreat which every law school is invited to send a delegate to (check with your university law society to see who they will be sending to the upcoming Mid-Year Assembly on 24-25 May - it could be you!).

If you would like to find out more about what NSW Young Lawyers can offer you as a university student, visit uni.younglawyers.com.au and register for regular email and printed updates.



beyond the sydney cbd

With law degree and certificate of admission in hand, young lawyers embark on a quest for "the job of my career". For many, such a job opportunity may be found within the Sydney CBD. Others may wonder, what if I was to stray beyond the boundary of a daily commute to the city and pursue a career as a lawyer in regional NSW?

For young lawyers, regional NSW has much to offer: the immediate responsibility and experience of personally carrying out client instructions from start to finish, partners with open doors who are eagerly committed to fostering knowledge, skills and career development, the opportunity to pursue a practice in a variety of areas of the law, and, importantly, time to surface and inhale a natural air source.

As one such young lawyer, the path less travelled has proved to be a rewarding choice. Any other young lawyers interested in the prospect of a career in law beyond the Sydney CBD should feel free to contact other regional young lawyers through bushweb@younglawyers.com.au to obtain further insight into a career beyond the Sydney CBD.

Mary Snell

**Partner, Donovan Oates Hannaford
Executive Councillor**

time to look at the big picture

You've heard about it. You've seen your colleagues do it. You've had a conversation about it. So now you think you're ready to do it. But in the current market, with global economic downturn and war in Iraq, is it really time to consider moving to work in the UK?

Finding work in the UK is by no means as easy as it once was, especially considering the current global political and economic influences. It is no longer realistic to think you can buy an open return ticket, land in the UK, meet a recruiter and find the perfect role the next week in a magic circle firm doing large scale media work for Universal Studios.

But it's not impossible either.

What are the current trends?

The overriding concern for Australian and New Zealand lawyers coming to the UK is the plethora of choice available for employers when looking for the most suitable candidate to fill a limited amount of roles. Another factor in the current recruitment trends of private practice firms has been the effects of chronic over recruitment of the large firms two years ago.

Sectors of the law that have recently experienced strong

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demand are commercial property, property litigation and family law for the public and private sector, commercial litigation for both the public and private sector, insurance and personal injury litigation for private sector and in-house roles and good general commercial lawyers with media or IP experience for in-house. There is also always a market for good general banking & finance and non-contentious construction solicitors for all sectors. Areas that are difficult are tax and corporate law.

As for level of experience, you ideally should have two to five years experience at a recognised top or medium tier firm and be willing to be flexible, however Australian and New Zealand government solicitors are always in strong demand for public sector roles in the UK.

So will I even be considered if I need sponsorship?

The hard and fast rule in this market is that, without UK experience, an antipodean will find it incredibly difficult to find an employer that is happy to sponsor. But, of course, it will always depend on an individual's circumstances and the particular area of the law.

It's not all bad news

Although the downturn in permanent recruitment is still evident, it's not all bad news for antipodeans determined to experience working in the UK. Contract legal roles are an extremely popular and viable alternative for foreign lawyers wanting to work in the UK.



It sounds great – what do I have to do?

To be eligible for contract roles, you must have a visa or passport that allows you to work in the UK. This can include a working holiday visa, an ancestry visa or right of abode, a spousal visa or an EU/British passport. It is not possible to get contract work in the UK if you need sponsorship.

In addition to the visa, you will also need to have some experience, whether it is two years pre-admission experience as a paralegal on a full time basis or perhaps a year of post admission experience with one year of articles. It is never advisable to come to the UK without any or limited experience in the legal arena and expect to get paralegal contract work. And don't forget, UK employers will take at least 12 months if not two years from your post admission experience so as to put you on par with UK qualified lawyers. (To become qualified in the UK, graduate-at-law students do a two-year traineeship at a firm where they complete 4 'seats' or rotations)

Do I need to become qualified in the UK?

No. It is not necessary for a foreign lawyer to do the Qualified Lawyers Transfer Test ('QLTT').

Can I get a job before I leave?

The general answer to this question is no, not at the moment.

Leonie Simpson
TMP London
Kim Harper
TMP Sydney

criminal law in the spotlight

The Criminal Law Committee has had a very busy start to the year. The Committee has been involved in:

- organising, together with the Human Rights Committee, the sentencing forum held by NSW Young Lawyers at Parliament House in early March.
- the 'law and order' debate in the lead up to the state election. We issued press releases, wrote letters to the editor and had Committee members interviewed on radio in relation to issues such as minimum sentencing, bail reform and double jeopardy.
- holding the first full-day criminal law CLE seminar. The CLE was held in mid-March and was extremely successful, with over 100 registrants. The Criminal Law Committee will hold a full day criminal law CLE seminar annually from now on.
- planning for a criminal law CLE to be held in Parramatta on 22 May. This will be the first criminal law CLE seminar to be held by NSW Young Lawyers outside the Sydney CBD. Later in the year, the Committee will also be holding criminal law CLE seminars in Newcastle and Wollongong.
- preparing the second edition of *A Practitioner's Guide to Criminal Law*, which will be launched on Wednesday 11 June. The second edition will be bigger and better than the first edition, which was published last year. Watch this space for more information!



Full details on all these projects, including pictures and audio links, can be found at the Committee's website, criminal.younglawyers.com.au.

New members are always welcome. If you would like to join or would like any more information on the Committee, feel free to contact me at lester.fernandez@younglawyers.com.au.

Lester Fernandez
Chair
Criminal Law Committee

2003 GOLDEN GAVEL

THE EVENT

In its 11th year, the NSW Young Lawyers Golden Gavel Public Speaking Competition, has gained a reputation as the most entertaining event on the legal calendar. Young lawyers across the State have been invited to enter and the first 10 will make up the cast of competitors. Spectator tickets are open to everyone.

young lawyers clean up again

Members of the Environmental Law Committee once again participated in this year's Clean Up Australia Day.

The site chosen by the committee was Blues Point Reserve, North Sydney, which is situated along the foreshore of Sydney Harbour. Together with help from volunteer members of the Crows Nest Fire Brigade, we bagged a large assortment of bottles and cans, old fishing line and hooks, wire, and general litter.



Over half a tonne of rubbish was finally removed from this very popular tourist site! Other members of the committee also participated in cleaning up various other locations around the Sydney area. Once again it was great for the committee to get our hands dirty and show that lawyers are willing to pitch in and help out the community.

A big thank you to the local North Sydney business community, which contributed to Clean Up Australia Day by donating lunchtime sandwiches to all the volunteers at our site, as well as several lucky draw vouchers for breakfasts and dinners at cafes and restaurants in the local area.

The Environmental Law Committee meets at the Law Society from 1-2pm on the first Tuesday each month. New members are most welcome! Call Elvira on 9926 0268 or email elvira@younglawyers.com.au for further details.

Sean Ventris
Vice Chair
Environmental Law Committee

THE ENTERTAINMENT

Each competitor is given just 24 hours to prepare a 3 minute speech on a topic of a legal nature. Topics are light and the presentations are highly amusing.

TICKETS

Join us on Friday 16 May at 7:30 am at the Westin Hotel, Sydney. Tickets are \$40 each or \$380 for a table of ten and includes a hot breakfast. Sold out for the past 6 years, don't miss out. Email elvira@younglawyers.com.au or call 9926 0268.

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our young gun!

NSW Young Lawyers Executive Councillor Marina Yastreboff was awarded the Young Gun of the Year Award at the Australian Law Awards on Thursday, 3 April 2003.



Marina is an Intellectual Property Lawyer at Ernst & Young Law and has been an active member of our Information & Technology Committee before being elected to the Executive in November 2002.

Marina was one of over 55 nominees for the award which recognises both professional excellence and a contribution to the broader legal community.

Congratulations to all the young lawyers nominated.

dream job

Kristy Cassoff



Kristy Cassoff is the first person to hold the position of Research Associate to the President of the New South Wales Administrative Decisions Tribunal, Judge Kevin O'Connor AM. Kristy talked to *debrief* about her "dream job".

Why did you choose to do the work you do?

I thought it would be an invaluable experience to work with a judge, a leader of the legal profession, to gain an insight into the decision making process, sit in on hearings and refine my legal research skills in areas of the law that I am passionate about. Working in a new jurisdiction has given me the unique opportunity to witness the development of jurisprudence in administrative law at the State level and to gain an insight into other areas which rarely filter into the mainstream court system such as equal opportunity, privacy, freedom of information and professional discipline.

What do you consider your career highlights?

It has been a privilege to meet the members of the Tribunal. There are 120 members drawn from all corners of the community. As the Tribunal constitutes multi-disciplinary panels to hear professional discipline matters and review government decisions, I have met many fascinating individuals including leading veterinarians, legal practitioners and public health experts.

What factors have influenced your career plans?

A 'behind the scenes' tour of the Court of Queen's Bench in Alberta while I was an exchange student in Canada cemented my desire to become a judge's associate.

Have you read a case lately and what was it?

Marten v Royal Surgeons Veterinary College [1966] 1 QB 1. It is a professional discipline case involving a veterinary surgeon who brought the profession into disrepute for failing to bury animals properly.

What tips can you give young lawyers who want to do similar work?

The usual route to becoming a judge's associate is to respond to advertised positions. The most plentiful and exclusive source of advertisements is the notice board on Level 4 at the University of Sydney Faculty of Law. Also keep an eye on the Public Service Gazettes, Court websites and the Sydney Morning Herald. There is no usual time that judge's advertise, so always be on the lookout. Ask your university lecturers or work colleagues if they know of any vacancies as you might find they were once associates. Many judges don't advertise an associate position as they receive enough unsolicited applications that they don't need to. For example, it is common for High Court judges not to advertise. You can contact Court Registrars to enquire about vacancies or write directly to a judge.

upcoming CLE

cle.younglawyers.com.au

NSW Young Lawyers will hold a series of Lunchtime and Evening seminars in April and May 2003.

Defamation & the Internet

Tuesday 15 April 2003 1:00 p.m. to 2:00 p.m., cost \$55.

Licensing & Gaming Update

Wednesday 16 April 2003 5:30 p.m. to 7:30 p.m., cost \$80.

Basics Insolvency

Wednesday 23 April 2003 5:30 p.m. to 7:00 p.m., cost \$70.

Family Law: Superannuation Questions Answered

Wednesday 30 April 2003 5:30 p.m. to 7:30 p.m., cost \$80.

Basics Conveyancing

Tuesday 6 May 2003 5:30 p.m. to 7:00 p.m., cost \$70.

GST Issues Relating to the Sale of New Residential Premises

Tuesday 13 May 2003 1:00 p.m. to 2:00 p.m., cost \$55.

Practice & Procedure in the Administrative Decisions Tribunal

Wednesday 14 May 2003 5:30 p.m. to 7:30 p.m., cost \$80.

Covenants & Easements

Tuesday 20 May 2003 1:00 p.m. to 2:00 p.m., cost \$55.

How to Run a Workers Compensation Claim Under the New Regime

Wednesday 21 May 2003 5:30 p.m. to 7:30 p.m., cost \$80.

Criminal Law in Parramatta: Aspects of Local Court Practice

Thursday 22 May 2003 5:30 p.m. to 7:30 p.m., cost \$80.

Rule 142: Mandatory MCLE Requirement

Wednesday 28 May 2003 5:30 p.m. to 7:30 p.m., cost \$80.

An Afternoon of CLE in Newcastle

Friday 30 May 2003 2:00 p.m. to 5:15 p.m., cost \$100.

For more information or to obtain a copy of the registration material please contact Kirrilly Menser at the Law Society, 170 Phillip Street, Sydney 2000, DX 362 Sydney, phone 9926 0270, fax 9926 0282, email kirrilly@younglawyers.com.au or visit cle.younglawyers.com.au.

This issue of *debrief* has been edited by Alex Worner. All expressions of opinion are published on the basis that they are not to be regarded as expressing the official opinion of NSW Young Lawyers. NSW Young Lawyers accepts no responsibility for the accuracy of any opinion or information contained in this publication. Readers should rely on their own inquiries in making any decisions.