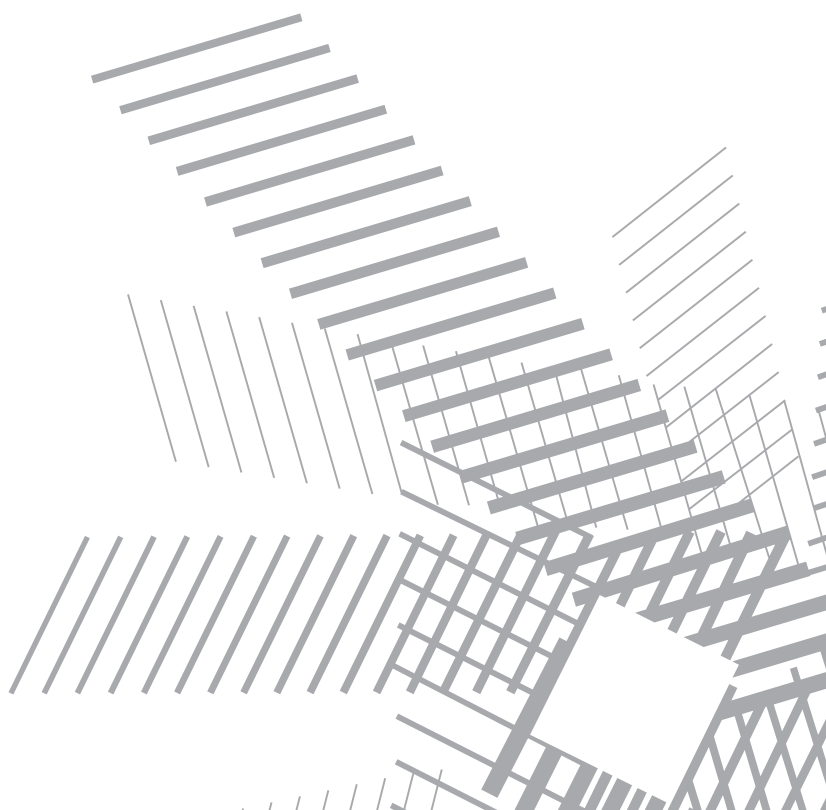




CLEAR THINKING

imagination
interests
intelligence





‘Being a good lawyer involves more than a good brain and a law degree. It requires experience, judgement and character. A good lawyer develops these things through learning from and relationships with colleagues and clients.’

‘People join Allens because they know that they will become part of a firm that takes seriously its responsibilities to its people, its clients and the wider community. Our success as a firm is built on the professional development of talented and energetic people and that’s where you come in.’

Michael Rose, Chief Executive Partner

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become part of a firm that takes seriously its responsibilities to its people, its clients and the wider community

Cover Image:

DEREK O’CONNOR

Lost in a kiss: choruses 5, 23-27, 29-30 2009

(installation detail, Allens Art Project commission 2009-10)

oil on board

image reproduced courtesy of the artist

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Photography: Warren Macris, High Res Digital Imaging,
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Imagine yourself at Allens

What makes us different from other firms? Our lawyers unashamedly love the law. We also understand that our clients want succinct answers that achieve their commercial aims. We use our intellectual creativity to distil complexity and provide clear-cut solutions.

Allens is a major legal force in Asia, with lawyers working in Bangkok, Beijing, Hanoi, Ho Chi Minh City, Hong Kong, Jakarta, Shanghai, Singapore, Port Moresby, Sydney, Melbourne, Brisbane and Perth.

Sixty of Australia's, and 45 of the world's, top 100 companies choose us as their legal adviser. Our focus on excellence and our clients has led to us:

- winning six awards at the Australasian Legal Business Awards 2010, including the Australian Dealmaker of the Year, Australian Deal Team of the Year and Australian Deal of the Year;

- being ranked in the top tier in 18 of the 20 practice areas surveyed in *Chambers Global 2010*;
- being ranked number one by Thomson Reuters for M&A deals in Australia and New Zealand in the first half of 2010;
- being the top-ranked Australian Legal Adviser in Global Project Finance deals – *Dealogic* 2004, 2005, 2006, 2007, 2008, 2009; the only Australian law firm to appear in the global project finance tables for the past six years;
- being named leading Australian Intellectual Property Firm, *Managing Intellectual Property* magazine 2009;
- being ranked number one by Bloomberg for announced deals in the Asia Pacific (excluding Japan) for the first half of 2010;
- being named Australian Law Firm of the Year 2010 by *Who's Who Legal Awards*; and
- receiving an Equal Opportunity in the Workplace Agency award for the sixth consecutive year in 2010.



‘When our clients are facing complex and challenging problems, they turn to us.

What they expect is not only great technical expertise but an understanding of their business and their people – what they seek in their lawyer is a trusted adviser relationship.’

Ewen Crouch, Chairman

What do we look for?

At Allens, we want people who want to excel and fulfil their potential. We want lawyers who can analyse legal issues from diverse perspectives and arrive at solutions that provide the greatest value. The three key things we look for are:

Imagination: We are a firm of multi-dimensional individuals and teams. We value strong creative thinkers who can use their imagination to generate innovative and commercial solutions for our clients.

Interests: At Allens, we know that our people often have varied interests and exciting opportunities available to them outside of the law. We have policies that support people who seek high-quality work and time for outside interests. We look for people who will contribute to the Allens community.

Intelligence: We value excellence in all that we do. Our lawyers are expected to apply deep legal knowledge, insight and judgement. We look for people who are technically excellent, as well as capable of building strong relationships with colleagues and clients.

‘Many people assume all large corporate law firms are the same. They are not. At Allens we are very proud of the culture we have created through decades of cultivation of the best lawyers and support teams in Asia. We believe our people are not only the best professionals in their field, but also the most diverse, the most engaged and the most committed.’

to create an environment where people genuinely enjoy the people they work with, where their knowledge is continuously expanded

‘While our focus on imagination, interests and intelligence is important in ensuring that we are able to deliver the best possible legal services to our clients, it also serves a crucial internal purpose – to create an environment where people genuinely enjoy the people they work with, where their knowledge is continuously expanded and where their perceptions are regularly challenged. That is what makes Allens different.’

David Wenger, Partner, M&A and Capital Markets



Our work

At Allens, we offer our clients access to the best legal minds and resources in Asia. The services that we provide are divided into four departments: Corporate; Financial Services & Projects; Litigation & IP; and Asia. Within each department, we have various practice groups that specialise in particular areas.

Department and Practice Group Structure

| Corporate | Financial Services & Projects | Litigation & Intellectual Property | Asia |
|---|---|--|---|
| <ul style="list-style-type: none"> Competition Law Energy & Resources Real Estate Communications, Media & Technology M&A and Capital Markets | <ul style="list-style-type: none"> Banking & Financial Services Tax Projects | <ul style="list-style-type: none"> Commercial Litigation & Dispute Resolution Corporate Insolvency & Restructuring Insurance & Reinsurance Intellectual Property & PTA | <ul style="list-style-type: none"> North Asia South East Asia |

As a law graduate, you will undertake rotations in at least two different practice groups before you specialise. You are encouraged to undertake a broad variety of work that will expose you to different areas of law, different teams and different clients. In addition, you will participate in a compulsory training program that covers the basic knowledge that all lawyers should have, whatever practice group they are in. This program is provided along with an in-house Practical Legal Training program through the College of Law. At Allens, we want our lawyers to be equipped to support and work with any team within the firm. This means that we can offer the highest level of service to our clients.

Here is a brief overview of some of the practice groups at Allens and what you can expect as a junior lawyer.

Department Litigation & Intellectual Property
Practice group Intellectual Property & PTA

For the seventh consecutive year, Allens has been named a Leading Intellectual Property Firm in Australia by *Chambers Global*. We deliver an integrated and highly specialised service to create, manage, protect and defend our clients' intellectual property, delivering a one-stop-shop of registration, commercial and litigation services.

We provide services in relation to: copyright; patents; trade marks and designs; commercialisation and licensing; advertising and marketing; anti-counterfeiting and piracy; domain names; sports law; and franchising. Our clients include: Pfizer; Sony BMG Music Entertainment; the International Olympic Committee; Jim Beam; V8 Supercars Australia; Longchamp; the Australian Rugby Union; FOXTEL; and IKEA.

'In law school they tell you that studying law will change the way you look at the world. IP certainly has that effect. It isn't a "Maccas" sign, it is a trade mark. It isn't a similar-sounding song, it is a possible breach of copyright. You learn interesting anecdotes about how Coca-Cola was never patented and that The Verve didn't make money off *Bitter Sweet Symphony*. And, best of all, you are exposed to a great range of work, from strategic litigation to licence agreements at the heart of a merger or acquisition.'

Isaac Lowrie, Lawyer, Melbourne



‘I have been a member of Allens’ Corporate Insolvency & Restructuring practice group since February 2009. Although I am in CIR, a great deal of my work has been in litigation and dispute resolution, focusing on the large class action against Amcor and Visy.

attending court, where I have seen some of Australia’s
best commercial barristers make submissions,
and generally being involved in one of
Australia’s largest ever disputes

‘My work on the class action has involved discovery, attending client meetings, assisting in the drafting of the defence, attending court, where I have seen some of Australia’s best commercial barristers make submissions, and generally being involved in one of Australia’s largest-ever disputes. I believe that a great hallmark of working at Allens is that although you may be assigned to one group within a department, because of the number of partners, their incredible breadth of experience and the diverse client base (from multinationals to not-for-profits), you will always be exposed to unique and interesting matters.’

William Ball, Lawyer, Sydney

Department Litigation & Intellectual Property **Practice group** Commercial Litigation & Dispute Resolution

Allens has one of the leading practices in commercial litigation and dispute resolution in Australia and Asia. Many of our litigation partners are recognised as world leaders in their field. Our aim is to help clients avoid litigious disputes, but where litigation is unavoidable, we pursue it rigorously, innovatively and efficiently.

We act in some of Australia’s most significant disputes, including class actions, competition cases, takeover disputes, and public and private investigations (including inquiries by

the Australian Securities & Investments Commission, the Australian Securities Exchange, the Australian Competition and Consumer Commission, Royal Commissions and Senate inquiries). We frequently assist with the Australian component of major international disputes, and have the capacity to conduct matters in jurisdictions throughout Australia and Asia.

Some of our recent high-profile cases include:

- AWB – Taskforce investigations following the Cole Inquiry into the UN Oil-for-Food Program, as well as Australian and US class actions;

- Rio Tinto – defending applications for third-party access to its Pilbara rail infrastructure;
- Aristocrat – Australia’s largest shareholder class action to be brought to trial (and settled);
- Amcor – ACCC investigation into alleged cartel behaviour;
- News Ltd/FOXTEL – C7 litigation;
- KPMG – investigations/proceedings emanating from the A\$300 million collapse of the Westpoint Group; and
- ANZ – various aspects of the Opes Prime collapse.

Department Corporate **Practice group** M&A and Capital Markets

Independent surveys have consistently recognised our lawyers as the best M&A advisers in Australia and Asia. We are ranked in the top tier for Corporate/M&A in *Chambers Global* 2010 and *Asia Pacific Legal 500* 2009/10 Edition. Our M&A team won several awards at the Australasian Legal Business Awards 2010, including the Australian Dealmaker of the Year, Australian Deal Team of the Year and Australian Deal of the Year for work including the Rio Tinto capital raising.

Our experience spans a broad range of sectors, including mining, financial services, health, media and retail. We have strong and enduring relationships with leading financial advisers and regulators, including the Australian Securities & Investments Commission, the Australian Competition and Consumer Commission, the Takeovers Panel and the Australian Securities Exchange. Our leading position is due to our M&A team having played a crucial role in some of the largest and most complex deals in Australia’s corporate history, including advising:

- Sanofi-Aventis Australia on the acquisition of the Ostelin brands from Reckitt Benckiser Australia;

- St. George Bank on its successful A\$67 billion merger with Westpac Banking Corporation;
- Rio Tinto on its response to BHP’s US\$192 billion takeover approach;
- Wesfarmers on its A\$20 billion acquisition of Coles;
- Cemex on its successful takeover of Rinker;
- on the proposed A\$11.1 billion takeover of Qantas by a private equity consortium;
- News Corporation on its reincorporation in the United States; and
- Yahoo!7 on the joint venture between the Seven Media Group and Yahoo!, in its acquisition of totaltravel.com, the online travel information marketplace.

...The experience of working on
a significant transaction is
something else – being
part of something bigger...

‘I started work at Allens in Perth in February 2007. Since that time, I’ve seen my colleagues involved in some significant transactions, and had the opportunity to be part of the team for some of them too, such as Rio Tinto’s response to BHP’s takeover offer. The experience of working on a significant transaction is something else – being part of something bigger, reading newspaper speculation in the morning about matters discussed the previous night, producing analysis and advice within tight deadlines. It also exposes you to the other advisers on which sophisticated clients rely and the pressure under which serious commercial people work. The one thing I couldn’t have predicted, though, is how sad it is when a transaction comes to an end and the team must disband. Happily, there’s always another transaction around the corner.’

Anthony Lepere, Lawyer, Perth



a practice group
is a great place
for graduates
to learn

'A rotation in Banking & Finance provides graduates with the opportunity to be involved in a wide range of transactions and to develop invaluable skills that are important for any lawyer. I have been involved in many different deals involving project finance, property acquisitions and refinancing, as well as assisting with general corporate facilities. I have been involved in reviewing and drafting facility agreements, security documents, hedging agreements and legal opinions, as well as completing research tasks on case law, corporate legislation and other sources of financial regulation. My responsibilities as a graduate have varied from assisting with the everyday management of a transaction to attending settlements. Additionally, while the work can be challenging at times and can be a steep learning curve, the Banking & Finance group provides training on a weekly basis on numerous topics to ensure graduates learn.'

Amy Cashman, Lawyer, Sydney

Department Financial Services & Projects **Practice group** Banking & Finance

Allens has one of the largest and most dynamic groups of banking specialists in the region. We are one of the few firms to feature on every major legal panel in the Australian finance market and we advise some of the world's leading financial institutions, corporates and governments across Asia.

The firm was ranked in the highest tier of *Chambers Global Guide to the World's Leading Lawyers* for 2009 in all areas of finance covered by the publication. In May 2010 the firm won six Australasian Legal Business Awards, including Debt Market Deal of the Year and Project Finance Deal of the Year.

Our recent experience includes:

- acting for the Australian financiers to the Centro Property Group on its restructuring and workout. This is the most significant workout to have occurred in Australia for some time;
- acting for Westpac Institutional Bank, the arrangers and one of the syndicate of financiers of Channel Ten's refinancing of its corporate facility;
- advising the National Australia Bank as private sector project financier of the South East Queensland Schools Public Private Partnership. The project, which involved the first use of the 'Supported Debt Model', will see seven new state schools built in high-growth areas of South East Queensland. The deal won *Project Finance* magazine's Asia Pacific Project Finance PPP Deal of the Year for 2009; and
- advising the senior debt arrangers on the Southern Cross Consortium's A\$5.6 billion acquisition of Sydney Airport and subsequent refinancing.



Excellence
Integrity
Respect
Performance
One firm

Our culture

At Allens, our values are the foundation cornerstone of our culture.

We work in a high-performance environment where we are committed to understanding our clients' expectations and providing commercial solutions. We actively pursue excellence, innovation and creativity. We respect the knowledge and insights that people of diverse skills and backgrounds bring to us and to our clients.

When things are busy, we work hard; when they are not, we go home.

Our people want to make a difference. Not only in law and business but in the wider community. This passion to make a difference drives our Pro Bono, Charity, Footprint and Reconciliation Action Plan committees' initiatives.

Pro Bono

In 2009–10, we:

- completed 40,000 hours of pro bono work; and
- assisted over 550 clients in need of legal assistance.

Our pro bono clients include: Amnesty International; Arts Law Centre of Australia; Australian Cancer Research Foundation; Big Issue Australia; ChildFund Australia; Fitzroy Legal Service; National Indigenous TV Limited; OzHarvest Limited; Playbox Theatre Company Limited; Public Interest Advocacy Centre; Refugee Advice and Casework Service Inc; and Sydney Opera House Trust.

We also offer pro bono secondments to our lawyers. These secondments provide lawyers with opportunities to work with pro bono clients and provide much-needed help – not to mention a chance to work in areas of law that are quite different from the commercial work that we usually do.

'Allens' approach to pro bono work is focused and rigorous. We give priority to doing work for Indigenous Australians, refugees, homeless people and people with mental and other disabilities. We also have a sub-focus on the natural environment and we do work for clients like Bush Heritage, the WWF and, something close to my heart, the Bicycle Institute. We apply the same high standards to pro bono work as for other matters. Allens undertakes pro bono work because of its sense of responsibility to the community but we're also prompted to do it by the enthusiasm of our staff.'

Phillip Cornwell, Partner and Pro Bono Committee Chair

We recognise that we have broad responsibilities to our people, their families and the communities in which we live

Allens' Chief Executive Partner, Michael Rose, outlines the firm's approach to community involvement.

'My secondment has been a steep and rewarding learning curve! I have thoroughly enjoyed the diversity of my case work at Kingsford Legal Centre, where I have given advice to clients on issues ranging from victims' compensation and criminal law to wills, driving offences and tenancy law. I have visited a client in Long Bay Gaol, presented at a legal forum for older people, been interviewed by the local paper for an article on 'scams' and advised clients at the various outreaches KLC has at La Perouse, Maroubra and Eastlakes. As KLC is a teaching centre, I've also had the opportunity to supervise UNSW students who take KLC as a subject. My work at KLC has broadened my experience, both personally and professionally, and exposed me to areas of law that I previously knew nothing about. I'm looking forward to having an ongoing relationship with KLC as a volunteer solicitor.'

Alexandra Salib, Lawyer, Sydney



Image: Allens staff starred in the first annual Teach For Australia suit-up footy competition. Wearing business suits and footy boots, Allens battled it out for the coveted Blue Dot Trophy.

Further information about Teach For Australia can be found at www.teachforaustralia.org

Charity

The Allens Charity Committee – made up of partners and staff from across Australia – aims to provide assistance to those in need. Each year, the committee considers proposals for financial support from Australian charitable organisations, with the goal of investing in long-term relationships.

Charities we have supported include: Alzheimer's Australia, VIC; Cana Communities, NSW; Case for Refugees, WA; Filling the Gap – Indigenous Dental Program, QLD; NSW Rape Crisis Centre, NSW; Royal Victorian Institute for the Blind, VIC; SHINE for Kids Co-op, NSW; and Fred Hollows Foundation, NSW and NT.

'One of the great success stories, in my mind, is the way in which our staff have embraced the Charity Committee and the many things that we do...and I think it is now instilled in the culture of Allens that if young people come to this firm, they will have opportunities and they will be encouraged to roll up their sleeves and get involved in charitable projects, and I think that's fantastic.'

*Jim Dwyer, Partner
and Charity Committee Chair*

Environment

Allens has been committed to sustainability for the past 10 years. We have Footprint committees in each of our 15 offices, both in Australia and Asia. The Footprint committees' aim is simple: to reduce Allens' environmental footprint as much as possible in the areas of: energy; water; waste (reuse

and recycling); greenhouse emissions; and procurement.

Some achievements of the committee include:

- moving to the use of 75 per cent GreenPower on a national basis;
- we have recorded a 26.5 per cent reduction in GHG/FTE carbon emissions since 2006; and
- reduced paper usage by 55 per cent since 2004.

The firm's groundbreaking work in this area recently led the United Nations Association of Australia to award Allens the WSP Lincolne Scott Sustainability Leadership Award for demonstrating outstanding leadership in adopting practices that position environmental and social performance as priority areas.

'The firm's efforts to reduce its total footprint however possible, including in the areas of energy, water, waste (reuse/recycling) and procurement, has been driven by people across every level of the firm. Those people make up the firm's Footprint committees and I have been very lucky to be a part of the Melbourne committee since its inception. The committees draw on the ideas and energy of members to help identify opportunities to reduce our footprint and to refine and implement those ideas. The result has been amazing.'

*Annette Hughes,
Partner, Melbourne*

Allens believes that closing the gap between Indigenous and non-Indigenous Australians is of vital importance to our firm, our society, our culture and the future of our nation.

Closing the gap requires the fostering of strong relationships with Indigenous people and their communities, the growth of genuine respect and the creation of opportunities. Our Reconciliation Action Plan outlines the action we will take to achieve this.

Michael Rose, Chief Executive Partner

Reconciliation

We launched our Reconciliation Action Plan in August 2009. To date, we have invested in various initiatives, such as:

- growing our commitment to Indigenous-related pro bono initiatives, with our ongoing engagement in stolen wages work and new focus on intellectual property rights for Indigenous artists;
- developing our relationships with Indigenous recruitment organisations to source Indigenous candidates; and
- participating in the Indigenous Business Leaders Forum, a think tank aimed at identifying solutions to Indigenous training and employment challenges.

- supporting AIME, the Australian Indigenous Mentoring Experience, in launching National Hoodie Day. We donned red hoodies and said to the next generation who are stepping up, 'We will walk with you.'

RAP committees, comprising a wide spectrum of Allens staff, have been set up in all of our Australian offices to provide ideas on and input into how we can continue to play a role in closing the gap between Indigenous and non-Indigenous Australians.



Diversity and flexibility

Our people seek high-quality work, along with time for study, leisure activities, maintaining a healthy lifestyle and contributing to the community, and time with friends and family. At Allens, we have a range of initiatives to support this, including our professional and career development program for women. This program, called Women at Allens, plays an important part in the development and acceleration of outstanding female professionals in all areas of our firm.

Allens was again recognised by the Equal Opportunity for Women in the Workplace Agency as a 2010 Employer of Choice for Women. The firm's policies and initiatives to support the advancement of women are central to having achieved this important citation for the sixth consecutive year.

For more information on our work in the wider community, please refer to our *In the Community* brochure, which you can find online:

<http://www.u2u.com.au/aar/brochure/>

Former partner Hugh Jamieson was the driving force

behind the Allens art collection. In an introduction to an exhibition of works in 1993, he wrote:

'In the closing years of the twentieth century, Australians, if they are to survive, are faced with the need to find innovative solutions to their problems. This is also true in the practice of law. For those of us who work with the collection in front of us every day, the artists encourage us to confront the new, not only through the colour and vitality of their works, but also by the messages they convey. By supporting working artists, the firm is encouraging the development of Australian cultural expression. By providing a platform for this expression, the firm makes a statement about the sort of Australia it believes in.'

Hugh H Jamieson, Senior Partner, Allen Allen & Hemsley, September 1993



JAN MURRAY
born 1957
Untitled, Boat 1986
oil on linen
183 x 275 cms (unframed)
© the artist
image reproduced courtesy of the artist
collection: Allens Arthur Robinson



VIVIENNE FERGUSON
born 1962
Greenland 2006
acrylic on canvas, 122 x 152 cm (unframed)
© the artist
image reproduced courtesy of the artist
and Watters Gallery, Sydney
collection: Allens Arthur Robinson

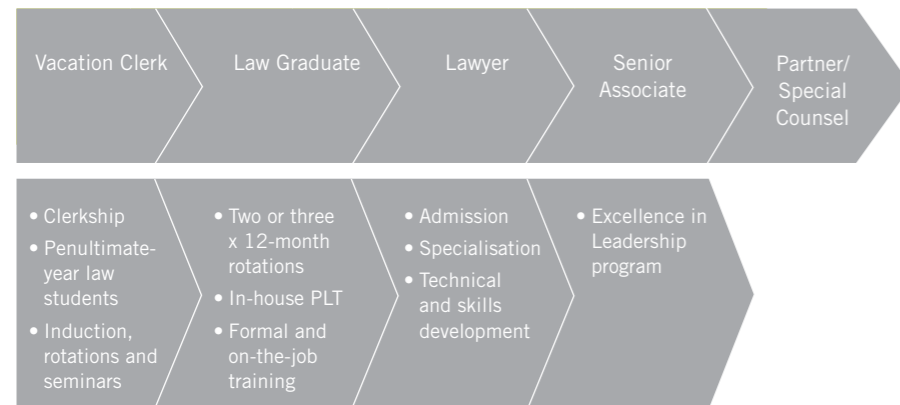


DEREK O'CONNOR
Lost in a kiss: choruses 5, 23-27, 29-30 2009
(installation detail, Allens Art Project
commission 2009-10)
oil on board
© the artist
image reproduced courtesy of the artist

Photography: Warren Macris,
High Res Digital Imaging, Giclée Australia

What would my career look like?

At Allens, we encourage and support you to proactively manage your career. We are building a highly engaged workplace where people are inspired to do their best every day.



Career progression takes many forms at Allens – it is more than simply progressing through a series of linear steps. It is about you:

- making the most of your time with us by acquiring a range of skills to enrich your experience; and
- developing relationships with clients and colleagues, building valuable networks, engaging in mentoring relationships and continuously learning.

As a graduate at Allens, we offer you:

- comprehensive induction in the first few weeks and then ongoing training;
- in-house Practical Legal Training. PLT is designed by the College of Law in consultation with large law firms and is tailored in part to our firm and the type of work that we do. It is a 30-week course and begins with a one-week intensive face-to-face program, followed by 29 weeks of mainly online study;
- a Development Supervisor (partner) and Buddy (junior lawyer) to assist you with the transition into your practice group and your on-the-job training, including accessing work and developing skills;
- two 12-month rotations in two different practice groups;
- the Cornerstone program – a legal training program for our junior lawyers. The program consists of seminars with partners and senior lawyers on a broad range of topics across the firm's practice;
- other firm-wide training seminars that contribute to your Continuing Legal Education;
- training and development in relation to other professional skills: for example, presentation skills, writing skills, writing in plain language, time management and client service;
- a variety of work and client contact for all levels of solicitors; and
- opportunities for secondment both to clients (including pro bono clients) and our international offices.





‘As a grad with no experience in construction law, it took me two to three months to get my head around some of the more complex matters. The 12-month rotation gave me the time to find my feet, while knowing that there will be plenty of time for me to make a significant contribution to the work of the practice group. It also allowed the senior lawyers to get comfortable delegating work to me, which meant that I was exposed to a variety of high-level legal work.’

‘I have an excellent relationship with my Development Supervisor. I have regular discussions about my workload with them, which ensures that I am not in the office until all hours of the night! My Development Supervisor has also helped me improve my practical legal skills and commercial acumen by allowing me to take part in strategy meetings with barristers, meetings with clients and the taking of witness statements.’

Faheem Anwar, Law Graduate, Brisbane

‘Being as much about having fun and getting to know the other graduates as it is an introduction to working at the firm, the Allens induction program struck just the right balance.’

‘What, I think, sets the Allens induction program apart from programs at other firms is that ample time was set aside to simply let the graduates get to know each other.’

‘Learning about the firm and meeting its people quickly confirmed that I had made the right choice in choosing Allens.’

‘The quickest way to learn and find your feet is to ask questions. The willingness of the partners, lawyers and support staff at Allens to provide useful answers has exceeded my expectations.’

*Daniel Elliot,
Law Graduate, Melbourne*

‘It has been a privilege to undertake a secondment at our “best friends” firm, Slaughter and May, which, like Allens, is one of the more prestigious names in the legal world. I have been fortunate to work on a variety of high-profile and groundbreaking transactions for clients that include some of the UK’s leading corporate and financial institutions. London is such an exciting place to live and an excellent base for exploring the rest of Europe.’

*Paul Mayson, Lawyer, Sydney,
on secondment to
Slaughter and May, London*

Why should I do a clerkship at Allens?

At Allens, almost all of our graduates are recruited via our clerkship program. Our clerkship program will give you a great insight into what it is like to work as a lawyer at Allens. We offer you:

- an opportunity to get involved and work with many of Australia's and the world's top 100 companies;
- tasks similar to those of a junior lawyer;
- an induction program that gives you the opportunity to meet our people and hear about the work that we do;
- a partner and junior lawyer to act as your 'Supervisor' and 'Buddy';
- seminars on topics such as our pro bono work, our committees, working in our Asian offices, going on secondment and building a sustainable career;
- sports and social events; and
- an opportunity to get involved in our community work.

'My clerkship at Allens was a fantastic experience. What really stood out for me was how friendly and accessible everyone was. With the support I received, I was able to approach my work confidently and I felt like I was contributing to a team.'

'Having completed my clerkship in July 2009, I knew that Allens was where I wanted to be. The support I received from everyone around me was fantastic, and the training I received was second to none. The social events were – of course – a highlight, as was being involved in formulating the firm's Reconciliation Action Plan. However, the most important thing I took from the clerkship was the knowledge that I had formed friendships with people I would enjoy working with Monday to Friday.'

David Jordan, Vacation Clerk 2009, Melbourne

'Doing a clerkship at Allens was really a brilliant experience. It was so exciting to experience the culmination of my law degree into something so practical but exciting as well. Being a summer clerk in the M&A group was non-stop action! The team was so busy at the time but I was still included and I had some amazing opportunities to do practical work, attend conferences with important clients, and really get involved in what was going on.'

'My supervising partner was always supportive and enthusiastic for me to be involved and I was so grateful – I hadn't expected to sit in with a conference with the ASX on my first day! I even had the chance to help with a pro bono matter, which was rewarding and showed me a totally different side to M&A. Honestly, there are some things you will never learn in law school and I learnt so much in my first week!'

'Allens stood out for me. Not only did it have the professional edge I was looking for, but it was a place that I knew I'd be glad to come to work for and start my career as a young lawyer.'

*Nikita Tuckett,
Vacation Clerk 2009, Brisbane*

'My decision to commence my legal career with Allens was based largely on the fantastic experience I had during my clerkship. From the beginning, I was exposed to a variety of work, which challenged me to expand my capabilities and inspired me to improve my legal skills. After four years of law school, it was exciting to finally work on "real" matters for "real" clients. I felt a sense of accomplishment and found it extremely rewarding to see how my work contributed to others.'

'One of the things that stood out for me during my clerkship at Allens was the people. They were friendly, encouraging and approachable. Everyone has an open door policy so I always felt comfortable knocking on someone's door to ask a question. This was something I was looking for in a work environment because I have been told the first few years of our legal careers will be a steep learning curve. I was also impressed by the quality of mentoring at Allens. It was great to see the partners have a genuine interest in the development of junior lawyers and a willingness to share their wealth of experience and expertise.'

'As a top-tier law firm, Allens provides a comprehensive graduate program, opportunities for secondment and plenty of support for your career development. However, it is the combination of great people, interesting work and shared values at Allens that really sets it apart from the rest.'

Dilys Teng, Vacation Clerk 2009, Perth

How do I apply?

We accept applications from all students in the penultimate year of their law degree. We encourage you to apply for a clerkship at Allens via our careers website:

www.aar.com.au/careers

We do not accept hard copy applications and we do not use cvMail.

You will need to upload your:

- cover letter;
- CV;
- academic transcript; and
- any other relevant documentation, such as your visa.

If you are successful in obtaining an interview, you will be invited to a Twilight Seminar at our offices. The Twilight Seminar is an opportunity for you to meet some of our partners and junior lawyers at a social function. You will be assigned a junior lawyer who will act as your 'Buddy' throughout the recruitment process.

Our interviews are an opportunity for you to meet some of our people and to find out more about the work that we do and whether Allens is the place for you.

'To a law student with no previous experience at a law firm, the graduate recruitment process can seem very daunting! Not only do you not know what to expect when working at a law firm, you often have very little idea what the law firm expects from you.

'That's one of the reasons I chose to commence my law career with Allens. From the beginning, every attempt possible was made to make me feel comfortable and at ease. The recruitment process started with an interview that was more like a conversation than an interrogation. The interviewing partners were extremely friendly and seemed to be genuinely interested in what I had to say.

'During my clerkship, my supervising partner was very generous with his time and made the extra effort to provide helpful feedback on my work – something that really differentiated Allens from my other clerkship experiences. I also found that the recruitment team and the Staff Partner spent considerable time getting to know the clerks individually.'

Kate Naude, Vacation Clerk 2009, Perth



'As a student, it can be difficult to differentiate between the many commercial law firms. The top-tier firms all offer an impressive range of blue-chip clients, the chance to work at the cutting edge of the law, opportunities to engage in pro bono work, and fancy offices with grand views. Knowing which firm is right for you isn't easy.

'Why did I choose Allens? In the words of *The Castle's* Dennis Denuto, it was the 'vibe' of the place. Allens has a really positive culture. And the reason for this, quite simply, is the people who work at the firm. The recruitment process gave me the opportunity to meet lawyers from a variety of backgrounds and practice groups. From those I met at the cocktail evenings, to my interviewing partners, to the junior lawyers who kept me company through the recruitment process, all of the lawyers at Allens were warm, welcoming and easygoing. The Twilight Seminar and cocktail evening I attended were relaxed, informative and accurately reflected the firm's dynamic and creative culture.

'Allens looks for intelligent, well-rounded people, whose interests extend far beyond the law. The firm has a strong interest in your interests, whether it be painting, ultimate frisbee, or fundraising for orphanages in faraway destinations.'

May Samali, Summer Clerk 2009-10, Sydney

For more information on recruitment in each of our offices, please refer to our careers website.

www.aar.com.au/careers



Our success as a firm is built on the
professional development of talented
and energetic people and
that's where you come in

Michael Rose, Chief Executive Partner