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**STUDENT FEATURE**



# LAW STUDENTS



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## INTRODUCTION

There is a "rule" at Gleason Publications – never assume. Of course the rule gets broken; usually to the detriment of the perpetrator.

The theme, so to say, of this year's *So you want to be a lawyer?* feature was based on pretty well that – our assumption, as students, that things will fall into place as long as we study diligently and our marks reflect our intelligence and dedication. Unfortunately that couldn't be further from the truth. There are many (too many?) students studying law, there are "top students" aplenty and there simply aren't enough candidate attorney positions to accommodate everyone. What do students need to do to give themselves an above average chance of claiming that coveted CA spot? The articles this year will give you some good ideas and not all the things you should be looking at are associated with the law.

Despite getting good marks, some students and graduates don't get articles so make sure you tick as many boxes as you can. In your interview, show passion but don't appear to be recruiting for your cause – whether your interest is listening to rock music or starting a political party. Next year we will take a look at interview techniques – are you saying or doing something that you would be better off avoiding or are you keeping quiet about something that may tip the scales in your favour? In the meantime, ask around.

This year's feature shows the very real need that, for starters, students apply for vacation programmes and articles early – I have heard of a couple of first year students who have that bagged but, generally, as you will read, it is in second-year.

The articles for this feature were written by CAs, associates, senior associates and recruitment teams, lawyers who have taken a different path, at the law firms. Partners at Intellectual Property firm, Spoor & Fisher, give you a tantalising reason to consider IP (or not...) and another article gives you ideas about a future in insurance law that I can bet you haven't considered. We read about the interesting experience of being a female lawyer in a predominantly male practice – maritime law. Tongue in cheek (?), a partner at Hogan Lovells closes the section with some wise words.

Last year #Feesmustfall was in the news. It is equally so this year. This year I asked the top students of 2015, 2006 and 2010 what they thought about it. It is a topic of grave concern that is discussed at all levels. And, while there are areas that undoubtedly require addressing the general concern voiced by the majority is that the timing could not be more unfortunate for those students who envisage writing final exams for the year. There is an element of destructiveness about it all that reeks not of doing what is best for students who take out loans, work part-time or whose parents have made considerable sacrifices; nor has the enormous amount of effort put in by students to achieve their very best been considered. The question being asked is how many of those who are damaging campuses are, in fact, students and, of those who are students, how many are truly at university to study. Some universities have said they will close the campuses for the safety of students and staff, some students and parents have implored university management to carry on regardless. Those who have damaged the universities have added yet another economic burden on the universities budgets so they have failed to do what they claim to be trying to achieve. Reality is not always what one hopes for and, in the cold hard light of day, the economy can only handle so much.

This is an emotive subject and one that will not be easily resolved. I am extremely concerned for students who have put so much of themselves into their studies and who, together with their families, have given up much in order to achieve.

I wish you all well in the exams in these very trying times. •

**Myrle Vanderstraeten**

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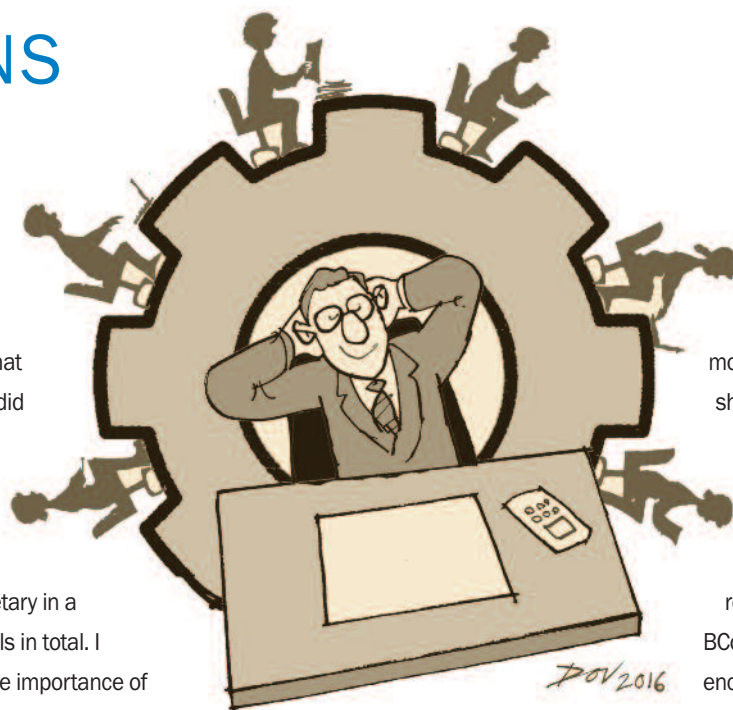
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## MANY OPTIONS

### JEREMY CAPON

I was not one of those people who grew up surrounded by lawyers. As far as I know, I am the first lawyer in the family. I do not attach any great significance to this fact but it does mean that when, in my matric year, I decided to study law I did so with a completely uncoloured view.

After completing matric in 2005 I spent a year in Edinburgh travelling and studying towards a legal secretarial diploma. I then spent some five months working as a legal secretary in a medium-sized law firm of around 40 professionals in total. I vowed to myself then that I would never forget the importance of filing, nor would I take for granted the simple fact that



Hindsight may be a wonderful thing but, looking back on those years with a slightly more experienced head on my shoulders, there are not many things that I would do differently. The structure of the LLB degree at UKZN at the time was such that the first year resembled a more general BA or BCom degree. Students were encouraged to take a wide variety of subjects as well as the compulsory

In my view, we should be doing more to mentor both students and younger professionals to show them there are other options, and to encourage them to consider them all. After all, I would not be where I am if I had not taken the opportunity afforded to me to explore at least three points on the continuum that is “Law Firms in South Africa”.



Capon

correspondence was placed on a partner's desk in the morning and, provided that it had been dealt with, was in the file by mid-afternoon. I did not realise then the important cog I was in the wheel, and the part I played in ensuring that correspondence was timeously and correctly filed. This experience of actually working as an integral part of an attorney's practice as opposed to simply observing is something that I think moulded my view of the profession as a whole, and this before I had even started at law school.

I thoroughly enjoyed my time at university and believe that I got the most out of the experience - from diligently studying and revising for the dreaded subjects such as Administrative Law and Contract, to the carefree hours spent in the campus coffee shop. While we had the odd interruption to our studies with student protests, I do not believe that there was the level of unrest and general dissatisfaction with the *status quo* that there is now.

English and Introductory Law modules. This meant that by the time I started second year I had dabbled in Philosophy, Psychology, Classics and Politics. I honestly believe that the exposure to these courses not only prompted me to think about the world differently but also assisted me in establishing a well-rounded view.

Since I left university there have been commissions examining the make-up of the curriculum, and whether it adequately prepares students to enter the profession. For me personally, and for many of my fellow classmates, university is a place to shape how students think and how they approach problems. These problems include theoretical ones such as how to defend Mr S Hrek from a murder charge and diverse practical ones such as learning to understand classmates who come from different cultures, time management skills and the ever important aspect of self-motivation.

The question as to what role law school should play is one that I only considered after leaving university; as a student I was content to listen to what the lecturers had to say and learn what I needed to succeed in the profession of law. I assumed that, as I was doing a professional degree, I would be provided with the requisite skills and knowledge to practise law once I had completed my LLB and articles. I remain of the view that UKZN did an admirable job in preparing me for articles. I was able to apply the soft skills of researching and writing, acquired whilst a student, with enthusiasm and vigour during articles. Every once in a while I was even able to use the knowledge that I had gained in a particular area of law to answer a question or help solve a client's problem. For me the most important lessons I took from university were how to think analytically and practically.

I was blessed with the opportunity to serve articles at one of the "Big Five" law firms. To say that I was somewhat unprepared for the size of Johannesburg would be an understatement. I had naively imagined that Bowman Gilfillan would be just like the firm in Edinburgh, only bigger; a couple of floors of lawyers with a few partners on each floor and then a couple of young professionals assisting each partner. I was sorely underprepared for the fact that my potential employer occupied a large building of six floors, each floor packed with a mix of partners and junior professionals along with the required assistants.

This is not to say that I regret my time spent in Johannesburg. I believe that the exposure to corporate culture, and the client interactions that I had, forced me to realise that law and business are inextricably linked. When I first walked through the access controlled doors of 165 West Street I was firmly of the view that the only real lawyers were litigators. In fact, had I not been forced to spend time in a commercial team during my articles, I am not sure that I would have chosen to experience this aspect of law. The bizarre twist in this tale is that I now spend the majority of my time involved in commercial law matters. I have come to love drafting and would take great offence if anyone were to say that I am not a "real lawyer". While I was fortunate to have completed articles at a large corporate firm, I do not believe that they are the be-all and end-all they are perceived to be. For me the most important benefit of these large firms is the emphasis that they place on in-house practical training, and the development of commercial awareness. Their major drawbacks are that actual appearances before magistrates are a rare occurrence, and that article clerks can sometimes feel like the proverbial sausage in a sausage factory.

Those candidate attorneys who serve their articles at smaller firms will be granted more exposure to appearing in the lower courts and should have a more personal involvement (for better or worse) with their principal. But, very few of these firms have the resources to provide the detailed hands-on

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training in other aspects of the law that the larger firms can provide. Speaking for myself, I was only able to make a decision as to what areas of the law resonated with me and my particular skill set once I had seen both sides of this particular coin. In this regard I am lucky, I was able to see the pit-falls and peaks of these kinds of practices before making my decision. And it was not where I envisaged myself when I left university. When I completed my degree I was almost certain that after a few years in a general commercial litigation practice I would move to the bar and practise as an advocate.

I am not sure where the greatest portion of the blame should rest in perpetuating the idea that going into practice as a lawyer or an advocate are the only two “real” options available to a law student. The reality is far more nuanced, and prevalent. To illustrate this, many of those with whom I started articles are no-longer in traditional practice. Some are legal advisers, some

are legal academics, others are legal consultants working for LPOs and others have opted to become stay-at-home parents. Most are now happily enjoying a career in law they probably didn’t even know existed when they were at university. In my view, we should be doing more to mentor both students and younger professionals to show them there are other options, and to encourage them to consider them all. After all, I would not be where I am if I had not taken the opportunity afforded to me to explore at least three points on the continuum that is “Law Firms in South Africa”. •

*Capon is an Associate with Hay Scott, Pietermaritzburg.*

**Capon was a top student in the Class of 2010 at the University of KwaZulu-Natal – Ed**

## WHAT I WISH I HAD KNOWN

### LAURA MAITRE

I completed a BA LLB at the University of Cape Town, and served articles at Cox Yeats Attorneys where, now qualified, I am working as an associate. I thought I would reflect on my experiences, and those of others, to provide a brief word of advice to those of you who have taken the plunge and decided to embark on a career in law.

#### Which degree?

At the start of your legal career you will realise that there are numerous ways to obtain a law degree:

- Four-year LLB (“the straight LLB”);
- Two-year post graduate LLB, where you have previously done an undergraduate degree majoring in law (“the combined LLB”); and
- Three-year post graduate LLB, where you have previously done an undergraduate degree without having majored in law.

The benefits of the straight LLB are that it is financially the least burdensome, the quickest route to enter the legal profession and the extra year, or years, that you would have spent doing a combined degree can instead be used to further your legal studies by way of a master’s degree in law. The downsides are that you will have limited your career options if you do not enjoy law and it will often mean that you enter the work place at a young age, which can be difficult considering the stressful nature of the legal profession.

The benefits of a combined or postgraduate LLB are that you will be more emotionally mature when you enter the profession, you will be equipped with a greater depth of knowledge having studied more subjects and you are presented with more career options after university.

No matter which route you take to obtain your degree, it will not prevent you from becoming a great lawyer if you are passionate about it. Nevertheless, take time to consider your options properly so as to best equip yourself for your future in law.

#### Vacation work – a necessary evil

During your years at university you will be presented with the opportunity to apply to do vacation work at law firms. Whilst the thought of giving up part of your varsity holiday to work at a law firm might seem nauseating, the benefits are endless.

##### 1. An opportunity to figure out the type of law firm you want to work at

Whether it is a result of the firm’s size, type of clientele, legal services offered, work culture or employees, every law firm is different and you need to figure out what will suit you. Despite the information you may be fed at career fairs, on websites or through pamphlets and brochures, it is only by spending time at a law firm that you can appreciate what it could be like to serve articles at that firm.

However, in order to derive the benefits of vacation work, you need to make the best use of the opportunity. As hard as it may be, do not let the stress of trying to make a good impression override your ability to get an understanding of what it would be like to work at that firm. Take the time to engage with the firm’s professionals, ask them about the firm’s working environment and what you can expect if you were to do articles at that firm.

##### 2. Improve your chances of employment

Your university results will, in large part, pave the way to you being accepted to do articles at a firm. However, despite the need to know that you are academically capable, many firms want to ascertain whether you would be an appropriate all round fit for the firm. While some firms are happy to figure this out by way of an interview, the growing trend is for firms to use vacation work as a means to get to know your personality and character over a longer period of time. So, in short, do not let these employment opportunities pass you by.

##### 3. Appreciate law in practice

The differences between studying an area of law and working in that area of law are acute. The law firm at which you commence articles may



Maitre

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function on a rotational basis, in that you spend a period of time in a number of different departments, eradicating any real need to figure out beforehand which area of law you enjoy in practice. However, you also have smaller, more specialised law firms, where your options are limited in respect of the area of law in which you can work.

Vacation work, by providing you with an insight into what the different areas of law are like in practice, can help prevent the scenario where you apply to work at a law firm, only to realise when you commence articles that you dislike the areas of law in which the firm specialises.

The benefits of vacation work programmes are clear. Unfortunately, many students only consider participating in vacation work during final year, or even masters, by which time vacation work programmes, and article placements, are generally full.

Thus, to prevent ending up at the wrong firm for you, practising in an area of law you do not enjoy or being a case of “*too little too late*”, ensure that you start applying for vacation work early on in your legal studies.

### Your career opportunities

Students are often under the misapprehension that a degree in law can only lead to a career as an attorney which, again mistakenly, involves arguing in court on a daily basis.

Firstly, this is where the common confusion of the distinction between an advocate and an attorney arises. An attorney engages directly with clients, is responsible for interpreting, advising on and enforcing individuals' and entities' rights, and will assist with the drafting of agreements and legal documents. While attorneys can, and do, appear in court, this is generally the role of advocates. Advocates are considered “specialist litigators” in that their expertise is presenting and arguing cases in court and pleadings. Not only are these two careers distinct from the work involved on a day-to-day basis but they also require different qualifications.

Secondly, whilst it is worthwhile being admitted as either an attorney or advocate, as you are more qualified and hence more employable, a law degree equips you with skills which are extremely desirable not only to employers in the legal sector, but in business, academics, non-profit organisations and government.

While this article has sought to provide students with advice, there is no hard and fast answer to becoming a successful lawyer. Success occurs over time, it is not immediate. However, one critical element of becoming a successful lawyer is to pursue what you are passionate about, so keep searching until you find your passion. ●

*Maitre is an Associate with Cox Yeats.*

## SO YOU WANT TO BE A LAWYER?

### CHERYL PAYNE AND FEMKE VAN DYK

So you have settled into the life of having to decide what to wear every day to class versus just a school uniform; a life of managing free time and responsibility with no-one to check whether you do in fact get to class on Friday morning at 7:30. You have been asked the question “So, you want to be a lawyer?” by friends, family and lecturers a million times and have mastered the answer as to why, to avoid the response “You do realise it is not

*like it is on TV...*”. And this is true - a day in the life of an attorney is no *Ally McBeal* episode.

Passing all your subjects *cum laude* is one thing, applying theory to practice in a work environment is another. So how do you prepare yourself for the next step once your studies are complete and when should you start preparing?

Your friends (with a legacy of fathers and grandfathers practising law) receive guidance and are excited to finish studying as they have gained some experience working holidays and they may even have a job lined up. With some trepidation, although confident as a lawyer should be, you have told yourself that you have two-years left and that you will eventually get a job.

The reality, however, is that according to the Law Society of South Africa, in 2015 South Africa had over 23 000 individuals interested in, fighting for or occupying your position already (that is registered students, article clerks and admitted attorneys). With this in mind you start wondering, should I apply for a vacation programme, is it too early to apply for articles, how do I apply and what are they looking for, what should I put on my CV... *"jack of all trades, soon to be master of some"*?

The transition from university life to work-life can be overwhelming but as your career in law will require, if you plan, prioritise and take pro-active steps, this should be the best time to position yourself in the industry and lay the foundation for your future.

### Who am I

Most law firms list the following attributes as those they are looking for in vacation students or candidate attorneys: drive, communication skills,

built in a day, these accomplishments, in addition to an academic transcript reflecting that you *will* complete your LLB degree within the next two - three years (not necessarily on the nine-year plan) should be sufficient for firms to show an interest in your CV.

### When to start and what to expect

Most law firms have vacation programmes during the months of July or December for students in their second or third year. You might feel that with your limited knowledge of the law you will be of no value to the firm and that you will not be able to impress anyone with your still hidden talents, but bear in mind that the firms have attorneys doing the work and that you are there to learn! Completing a law degree provides you with the necessary tools to know where to find the relevant legislation and law reports when faced with real life legal problems; practising law will come with experience.

The majority of the tasks that you will be given as a vacation student will seem menial. However, participating in a vacation programme will provide you with the opportunity to network with professionals in the law environment. You will be exposed to the daily operations of an office, and practical examples of matters dealt with by the firm. This is your opportunity



Payne

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Van Dyk

leadership qualities, initiative, academic excellence and the best - "well balanced, all-rounders". These characteristics can be difficult to comprehend when having to measure yourself objectively to prepare a CV, which is a skill in itself.

Assuming you have just left school and have been consumed with studying for at least the past two years, you probably begin to ask yourself what information is worth including in a CV. The answer is - Sell yourself! Your previous positions as a choir leader, team captain or Student Representative might seem insignificant in a working environment, however, all of these accomplishments indicate a level of responsibility that was entrusted to you and show your leadership and communication skills. Just as Rome was not

to determine whether or not a particular field of law is up your alley or if you need to go back to the drawing board when deciding what field of law you would prefer to specialise in. Show initiative, and do not be scared to ask questions - this will not only give a good indication to the professionals you meet during vacation programmes of the future legal eagle you will become but it will also assist you in determining the right fit for you. Taking part in a vacation programme might just be your ticket to articles in a very competitive arena.

Most firms appoint candidate attorneys approximately one year before articles are to commence. Therefore, it is recommended that you get your CV ready and apply for a vacation programme in your second year of studies and



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submit your applications for articles in your third year. This will avoid a panic in final year when your only focus should be to put on that cap and gown on graduation day!

## Choosing a firm for articles

During your studies it is normal to surround yourself with people who have the same interests, hobbies, views or dislikes as you have – friends. One of the biggest transitions from university life to work life is to suddenly be surrounded by a diversity of people, some of whom you might not have chosen as “friends”. This is very important to consider when choosing a firm to article at (again, participating in a vacation programme will give you a good sense of whether you will fit in). Different firms have different cultures. Some might expect you to wear a suit and tie every day and only at the year-end function will you meet the “big boss”. At other firms you could get away with wearing chinos and they might have a more relaxed approach with respect to the relationship between directors and other staff. There is no right or wrong form of practice; it all depends on what best suits your personality. This could affect your ability to really perform to your full potential, so choose wisely.

Furthermore, the law has become so complex that many firms specialise in a particular field of the law. Although you might be enjoying your classes on MVA because your lecturer is awesome, this might not be what you would want to do every day for the rest of your life. Try to familiarise yourself (not through a textbook) with the type of law that you believe you might be interested in before applying for articles at just any firm willing to accommodate you for two-years. Subscribe to a law magazine which features articles on a variety of different fields of law and browse the websites of the firms which you are interested in. This will give you an idea of whether you will enjoy working at a particular firm. The key to a successful career and well-balanced life is passion for what you do. You do not want to find yourself dreading every day that you have to go to work.

## I got the job

As a candidate attorney you will perhaps be faced with less variety than you were used to at university. Creating opportunities and challenging yourself is essential. Such an attitude shows that you will be an asset to the firm and that you will continuously work towards improving the firm and your own professional profile. In the event that the firm has a rotation programme through which you will be moving to different departments, ensure that you use every opportunity to learn as much about that department and the work they do. Ultimately, we all want to be the attorney that a client can rely on for the best service possible.

Unfortunately, you will no longer have a lecturer advising you of a new case which *must* be read for the next semester test. It is now your responsibility to stay abreast of what is happening. Keep up to date with new case law, the news and events. There are numerous blogs and online magazines that will keep you informed.

From an academic point of view, you will be required to attend law school/practical legal training classes in preparation for the Attorney's Admission Examination, which consists of four papers (Practice & Procedure; Wills & Estates; Attorney's practice; Legal Bookkeeping). Some specialist



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firms, for example Intellectual Property firms such as Spoor & Fisher, will also require that you write additional exams relating to the particular field of law. Don't be discouraged; you are never too old to learn!

So, do you still want to be a lawyer? Whether you will be dealing with tax, intellectual property or divorce matters, working at a large corporate firm or a

one-man firm, a career in law can provide great satisfaction. Be enthusiastic and passionate about what you do and appreciate the change you can bring to society. •

*Payne and Van Dyk are Senior Associates at Spoor & Fisher.*

## GETTING READY FOR YOUR FUTURE CAREER IN LAW

SHANE JOHNSON, CANDICE LATEGAN AND BOIPELO MATHODLANA

Law students are often under the impression that the skills required to "practise the law" are only learned through on-the-job training. However, certain skills can be developed, improved and achieved during your studies. For example, a soft-spoken person may be able to present confidently to an audience when addressing a topic about which they are passionate or feel strongly. Your interests and activities may, therefore, influence the skills you choose to develop. Although you will only learn how to practise as an attorney through articles of clerkship, there are numerous activities that you can undertake during your studies which can develop crucial skills.

This article considers and identifies the skills that one can develop through engagement in such activities.

### Postgraduate studies

**Key skills:** research, analytical, time management, working under pressure

Postgraduate studies (for example Masters of Laws) represent a great opportunity to specialise in a particular area of the law. Enhancement of your legal research and analysis skills is a given. However, do not enrol for postgraduate studies for the "sake" of doing so. It is important that you choose to pursue studying further in circumstances where you are certain about the area of law you would like to

specialise in. In doing so, this will guarantee intellectual stimulation and money well spent - studies are expensive.

### Sport

**Key skills:** teamwork, leadership, resilience, interpersonal

Participating in individual sports (like tennis) or team sports (like hockey) is a great way to remain fit and active through your studies. It will also provide a release for any stress or frustration that you encounter as a student. More importantly, it will teach you a lot about yourself (mentally and physically) and develop the key skills identified.

### Cultural activities

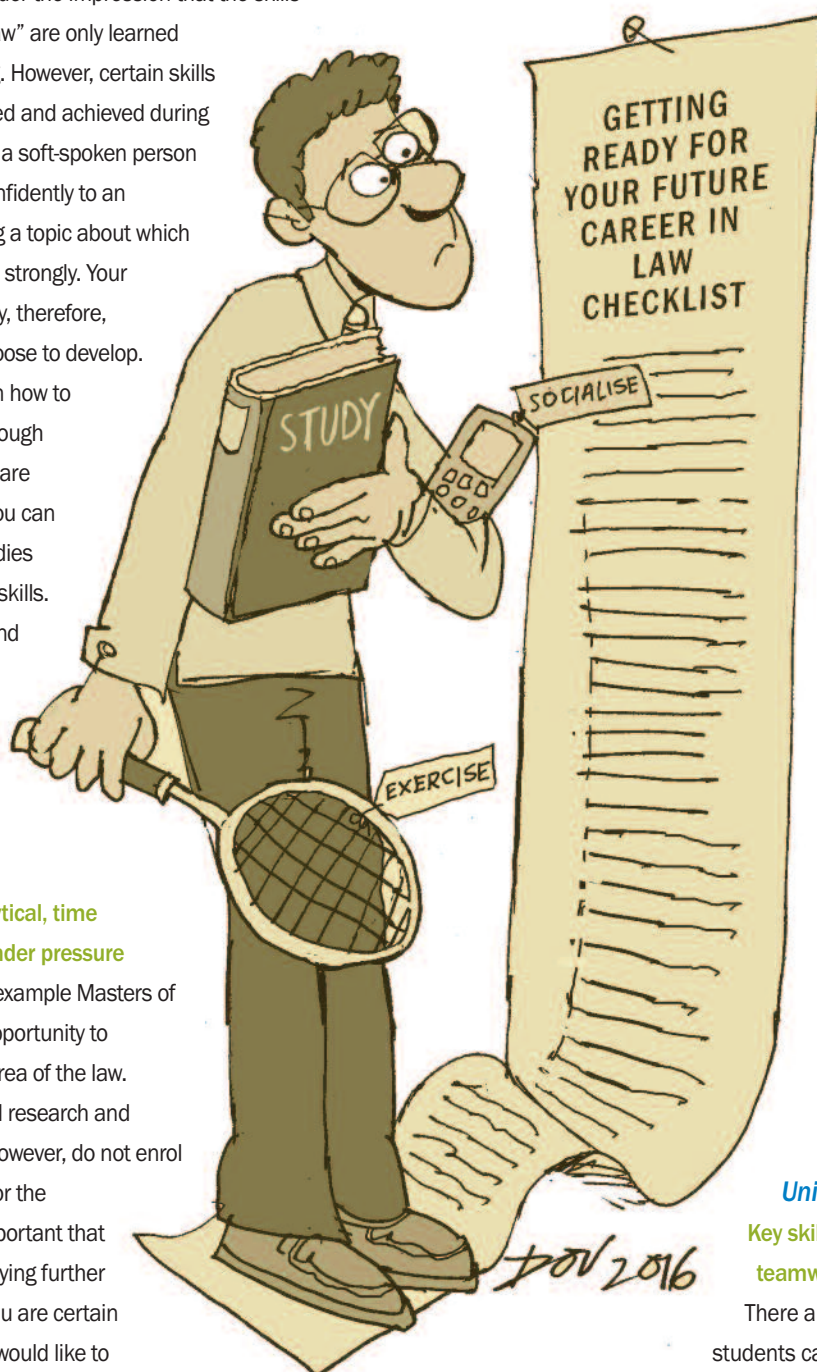
**Key skills:** communication (written and verbal), presentation, time management, research

Cultural activities (such as public speaking, debating, drama or the arts) can allow you to escape from your studies in a meaningful way. These kinds of activities often result in obtaining personal skills which you can use to your advantage as a candidate attorney (for example verbal communication and presentation skills).

### University involvement

**Key skills:** time management, organisation, teamwork, leadership, interpersonal

There a number of societies and organisations that students can join on campus. Some examples include



Students for Law and Social Justice (SLSJ), Street Law, South African Constitutional Literacy and Service Initiative (CLASI), Law Clinic, Black Lawyers Association and the Moot Society. These societies exist at most universities across South Africa. They range from academically focussed to community-outreach focussed. There are also social societies which ensure that there is a society for all students to potentially join.

Students can choose to join as “ordinary” members of such societies. Alternatively, many of these societies run through an elected organising committee which students can potentially serve on. These committee roles include, amongst others, chairperson, secretary, treasurer and events planner. These roles are usually filled through an election process.

By getting involved on campus, you will be exposed to responsibilities outside of your comfort zone, for instance, leading a team of students for the first time. This may be the opportunity that brings to the fore skills that you never knew you had. Whilst honing your abilities and discovering new things about yourself, you are also contributing to a greater cause which will benefit others. You will also learn how to manage their time, to multitask, organisation skills and how to prioritise and work under pressure.

### Student vacation programmes

**Key skills:** attention to detail, communication (written and verbal), presentation, time management, research

Many law students may have dreamt of becoming a lawyer since a young age but often they are not fully aware of what it takes to become successful in

By taking part in these types of programmes you experience not only the technical aspect of the law but also the culture of the firm and what makes working for that specific firm unique.

### Part-time work

**Key skills:** Verbal communication, time management, punctuality, teamwork, leadership

Students who undertake part-time employment can expect to acquire the “soft” skills necessary for any workplace. In order to fully understand the dynamics of a workplace, one needs to experience it first-hand. The value of part-time work, for personal and professional development, is often underestimated by students.

Various companies offer part-time work for students. This employment is usually flexible and works around your university schedule. Part-time work for students could also involve working in restaurants, retail, promotions and tutoring. It will mainly teach you time management skills, vital for any practising attorney, plus it will help fill those deep pockets.

### Travel

**Key skills:** life experience, resilience, adaptability, interpersonal, good judgement

Travelling is often erroneously regarded as an activity reserved for the wealthy. Travelling, for our purposes, includes both local and international travel. Students who are considering travelling should look out for the



*Lategan, Johnson and Mathodlana*

By getting involved on campus, you will be exposed to responsibilities outside of your comfort zone, for instance, leading a team of students for the first time. This may be the opportunity that brings to the fore skills that you never knew you had.

this profession. Student vacation programmes are a great way to gain practical exposure and to understand the true workings of a law firm. Vacation programmes vary from firm to firm, however, you can expect to be assigned to an attorney(s). Your day-to-day activities could include training sessions, consultations, drafting of documents, court attendances and legal research. During your time spent at the law firm, you will learn how attorneys interact with each other and the nature of their relationship with their clients.

student-targeted packages offered by travel agencies. These packages are often budget friendly and worth considering. Saving to pay for a trip takes discipline and commitment. In travelling, you will learn about your level of resilience, adaptability and sensitivity towards people of different backgrounds.

As an attorney, the ability to value and appreciate your colleagues' contribution is vital. Travelling can help you gain such an ability.



### Graduate programmes

**Key skills: attention to detail, communication (written and verbal), presentation, time management, research, commercial awareness**

In addition to serving articles of clerkship at a law firm, law students can also consider undertaking a graduate programme at a corporate company (such as KPMG). These programmes are paid “internships” where students can learn about the practise of the law in a corporate company. These programmes are largely offered by corporate companies in the financial services sector (for example banks). They can help graduates develop the ability to work under pressure, and to manage their time and deadlines.

In addition to graduate programmes, students can also consider a clerkship at one of the courts (for example the Supreme Court of Appeal) after they have completed their studies. This clerkship is usually for a year.

A future lawyer learns the art of networking and engaging with people by getting involved in activities outside of studies. Learning what one likes and dislikes helps one make better choices and ultimately helps one to grow

beyond the confines of the lecture room and one’s comfort zone, essentially to grow into a more authentic applicant and member of society.

We have discussed various activities that students can undertake during studies in order to gain crucial skills. These activities enable students to grow and develop beyond the confines of the lecture halls and libraries at university. And, in the long run, these skills will benefit you in whatever career path you choose to take.

However, we do emphasise the importance of keeping the main thing - your studies - the main thing! It is not advisable to concentrate on extra-curricular activities at the expense of studies. Finding the right balance between the two will be challenging.

With proper planning and careful consideration, you will be on your way to successful career in the legal profession with crucial skills in your back pocket! ●

**Johnson, Lategan and Mathodlana, Graduate Recruitment Team, Cliffe Dekker Hofmeyr.**

## ARTICLES – PREPARING FOR THE NEXT STEP

### ZAHEERAH BHANA

Years have passed since the day you began this journey. As you set your pen down after your final paper you realise one journey has ended and another is about to begin. You picture the ideal working environment and perfect legal career. You believe you are adequately prepared to enter the working world and make a success of it.

#### A new journey

*"Some people dream of success while others wake up and work hard at it."* – Winston Churchill. We live in a world where stories of success are all too common, yet the road to reaching success is seldom heard.

To secure a spot early, your search for articles should begin at first year level. Spend time researching various firms and work towards earning a position in them. Spots in the top firms are extremely desirable but positions are limited. Don’t only look at the top tier law firms; extend your search criteria to firms of all sizes and levels.

The significance of career days and meeting firm representatives should be a key factor in your search. These events give you exposure to a number of firms in different practice areas. Knowledgeable professionals are on hand to share their experiences, ranging from application advice to life in practice.

The worth of the career service centre should not be underestimated

Building a foundation with an understanding of the basic elements and processes in the legal profession will be a vital element of your career growth and development.



Bhana

when seeking articles. Career advisers are often informed about available vacancies, firm visits and approaching application deadlines.

### Understanding expectations

Beginning articles is an exciting time in your career. In big firms, a great deal of effort is put in to ensure your transition into the legal practice runs smoothly through the use of well thought out induction programmes. As time progresses there will be expectations and new challenges for you to overcome. The value of commitment, diligence and resilience cannot be overstated as you develop in your new home.

Building a foundation with an understanding of the basic elements and processes in the legal profession will be a vital element of your career growth and development. Use your time during articles to seek as much information as possible, and relish opportunities that fall outside your scope of work to enhance your professional abilities.

Deadlines are all important as you work long and hard to file legal documents in time, and meet client expectations. Your ability to manage deadlines and understand priorities will be attractive qualities to your new employer. You will find yourself working in team-based environments with varying age groups, a wealth of expertise and opinions, which will teach you the value of respecting varied views. Be fully present and give your undivided

attention to tasks and interaction as you learn the value of good communication and professionalism.

### Distinguish yourself

Graduate recruiters are inundated with CVs and spend a great deal of time reviewing applications. What distinguishes one candidate from another?

In your quest for articles you will notice distinctive, yet similar, requirements from law firms. This begs the question, besides academics, what are they looking for?

- The right "can do" attitude.
- Hard-work.
- Being a team player.
- Good written and verbal communication skills.
- Analytical ability.
- Flexibility.
- Logical thinking.

Listing these qualities alone will hold no real value. These should be reflected in your CV as you align your experiences with the qualities required. Remember your CV is a reflection of you – make it the best possible reflection. •

*Bhana is the HR Manager at Hogan Lovells.*

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**James Burns**  
Senior Partner

“

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**Melezwa Dlangamandla**  
Candidate Attorney

“

I work closely with partners on major international matters daily.



**Mokone Finger**  
Candidate Attorney

“

We have a close-knit team in South Africa but have a large global presence.



**Kate MacKay**  
Candidate Attorney

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# IT NEEDS A MIND SHIFT

**S H E S N E E   N A I D O O**

A candidate attorney, leaving the comfort zone and routine of campus life and entering the corporate world for the first time requires a complete mind shift.

CAs should be aware that much of what they have learnt at university does not necessarily prepare them for the corporate world. They must be willing to learn, work hard, and be open to criticism without taking it personally. While they are eager to make a difference and a meaningful contribution, they must also understand that a lot of what they need to

CAs should also be able to differentiate between appropriate and inappropriate behaviour in the workplace. It is imperative to understand the importance of exhibiting respect, courtesy and professionalism at all times.

**What firms would like to see the universities introduce to the make the transition from university to work more pleasant**

It is important for universities to foster good working relationships with

Building self-awareness, confidence, and soft and business skills are mandatory for any graduate entering the corporate environment. Dealing with conflict, time management, communication, problem solving, creative thinking and interpersonal skills are critical to surviving the working world.



Naidoo

know will only be learned through experience, and that it generally takes some time for them to add value to their teams.

The responsibility for growth and development lies mostly with the individual. During the two years of articles, law firms like Werksmans Attorneys give CAs an incredible opportunity to learn, and invest heavily in their training and development. CAs need to maximise these opportunities, take ownership of their development and adopt a positive attitude on a daily basis.

Although a cliché, a lot of what is learnt at university is theoretical, and students are often not well equipped with practical knowledge of how to conduct themselves in a business environment amongst professionals and demanding clients. On campus, some students focus so heavily on attaining excellent grades that they tend to neglect the other aspects of developing their personality. Building self-awareness, confidence, and soft and business skills are mandatory for any graduate entering the corporate environment. Dealing with conflict, time management, communication, problem solving, creative thinking and interpersonal skills are critical to surviving the working world.

industry players and to create a platform where business professionals, such as the partners at law firms, can engage with academics in structuring a curriculum that will better prepare law graduates for the workplace.

With increased globalisation, graduates should be able to work across various cultures and, therefore, universities need to be able to produce and develop content in innovative ways within a global context.

Introducing more practical courses and group work assignments, where the focus is on communication and interpersonal skills within the teams, is also important as it would aid in the assessment to ensure that it is not only just focused on the outcomes but rather the process as well.

The possibility of mandatory internships is also an option that universities could explore to prepare candidates better for the corporate environment. With open communication and constant engagement on the changes within this dynamic industry, universities should gradually be able to produce more ready-to-work graduates. ●

**Naidoo is Graduate Recruitment Manager, Werksmans.**



# A YEAR IN THE LIFE OF A FIRST YEAR CANDIDATE ATTORNEY

NICK VILJOEN

## *"The only thing I know is that I know nothing."*

So goes the line which has been attributed to Socrates. Nearing the end of my first year of articles, I find this to be an apt summary of how I felt when I began my articles. Now, I at least know a little bit more about all the things I knew nothing when I started.

Four or five years of studying teaches you the principles of the law but not necessarily what it means to practise as a lawyer. The day before I started, I found myself in my newly-rented flat (the first time I had lived away from my home town and my family) frantically flipping through my old contract law textbook, just in case someone decided to test me on the principles of cession or breach. Thankfully for me, that did not happen.

Starting your professional life can be incredibly daunting. When I started, I was assigned to the firm's Competition Department. I knew precious little about Competition Law, having only done a short module on the subject at university. I now believe, with the greatest respect to my old professors of course, that practice is a far better teacher than university ever was for me. Learning on the job has been a truly thrilling experience, and I have had a lot

you believe. Being a candidate attorney is less like stepping into Harvey Specter's shiny shoes than it is learning how to keep track of your own life (and more importantly, your superiors). That being said, the suits and shiny shoes are part of the package and this is something TV has not misrepresented to us!

Having had the chance to work for some of the best professionals in the field, I now know that to be a great lawyer, one must first be an excellent administrator. To illustrate, being a student usually involves little more than making notes, studying for tests and exams together with attending your scheduled classes (if at all). By contrast, working in practice means taking detailed notes in meetings (the more detailed the better, as I found out the hard way), keeping accurate records of how you spend your time, and on what, as well as keeping track of your inbox and deadlines. All of these things form part of the foundation needed to perform one's work. The flip side of this is that work, for me, has been stimulating, rewarding and far more satisfying than studying ever was.



Viljoen

The best lawyers go beyond simply looking for legal solutions to their clients' problems. Going back to clients being people first, it is trite that the best and neatest legal solution may not necessarily be best for your client personally or for their business. We are often told to think with a "global hat" on and to find the best commercial solution. This, perhaps, best explains the need to try understand the real-life implications of your advice from the client's perspective.

of fun learning the ropes from some great professionals. Instead of being an obstacle, that knowledge gap turned into an opportunity to learn and grow in an area of the law I had truly never expected to practise in. As it so happens, Competition Law is pretty cool.

As to the things I have learned about practice in general, to dispose of a predictable cliché: practice is nothing like certain TV shows might have

Tying in with this, it is incredibly important to learn how to manage your time effectively and how to prioritise certain tasks over others. Most importantly, lawyers need to be adept when it comes to their people skills. Clients, colleagues, support staff, and even the guys on the other side, are all people before they are anything else. It seems like an obvious point to make but managing and building relationships is absolutely crucial to enjoying a happy and successful

professional life. From what I have seen, lawyers must be all things to their clients, including business advisers, great writers and sometimes even therapists.

The best lawyers go beyond simply looking for legal solutions to their clients' problems. Going back to clients being people first, it is trite that the best and neatest legal solution may not necessarily be best for your client personally or for their business. We are often told to think with a "global hat" on and to find the best commercial solution. This, perhaps, best explains the need to try understand the real-life implications of your advice from the client's perspective.

Finally, and to return to the wise words of Socrates, it is important to remember that candidate attorneys are not expected to be seasoned professionals from the moment they first walk through the door. More importantly, they are expected to be willing, friendly and eager to learn. Though I can't say I have always embodied those virtues, it would be the best advice I could give on how to make the most of your articles. Above all else, see your articles as an opportunity to learn the skills and knowledge that will take you to the top of the profession one day. ●

*Viljoen is a Candidate Attorney with Baker & McKenzie.*

## LIFE AS AN INTELLECTUAL PROPERTY (IP) ATTORNEY

JOHN MCKNIGHT AND DINA BIAGIO

### Six reasons why you should be an IP attorney

#### 1. It is really interesting

Intellectual property protects the products of the intellect which are capable of commercial exploitation. This includes patents, designs, trade marks, copyright and trade secrets (to name only the Big 5). As a result, you are largely dealing with original thoughts of your clients which you are charged with rendering into material form, thereby creating an "intellectual asset". More often than not, your client will also look to you to protect, respect and exploit these assets in commerce, which translates to prosecuting applications, licensing, negotiation and sometimes litigation.

#### 2. You work with amazing people

By definition your clients are creative people who "think outside the box". It is a privilege to work with such independent thinkers who critically analyse almost everything on a day-to-day basis. It is impossible to rub shoulders with such individuals and not come away influenced in some manner. Also,

your colleagues are (at least) as interesting as you are. You will never be bored by lunch time discussions: legal questions, new products, litigation updates or courtroom gossip – all sure to make for a fascinating day.

#### 3. No day is ever the same

One day it will be solid agrochemical formulations, the next a copyright enquiry relating to designs applied to throw cushions. Novelty and originality are central tenets to intellectual property so there is no one size fits all. The law is clear but the facts of each matter often lead to grey areas and intense debate and discussion. Some days you will be outraged by patent infringement and on another day you are finding an angle for a defendant.

#### 4. You travel

As an IP attorney you are part of a global fraternity and you are required to have a working knowledge of not only the IP framework in South Africa but also the other major jurisdictions around the world. This leads to international



McKnight

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Biagio

conferences and lots of meeting and greeting foreign associates to establish working relationships, and catch up on the latest developments in each other's jurisdictions. A particularly nice aspect of a career in IP is the strong friendships that are established between practitioners around the world.

### 5. You see the fruits of your labour on the shelf

There is something very satisfying about seeing a product on shelf that began its life as a "eureka" moment for your client. From the first consultation when they arrived with piles of papers and a fevered glint in their eye, to drafting the patent application, steering it through to grant, filing and prosecuting the trade mark that will distinguish the product, together with drafting the confidentiality, distribution and other agreements behind a successful launch, you will know that you played a small part in contributing something to the human platform that was not there before.

### 6. It is intellectually challenging

Your clients may have something that is potentially very valuable and they will be looking to you to harness the benefit of it. IP attorneys have their "eureka" moment when they figure out how best to claim an invention for the broadest protection or how to structure a transaction to their client's best advantage.

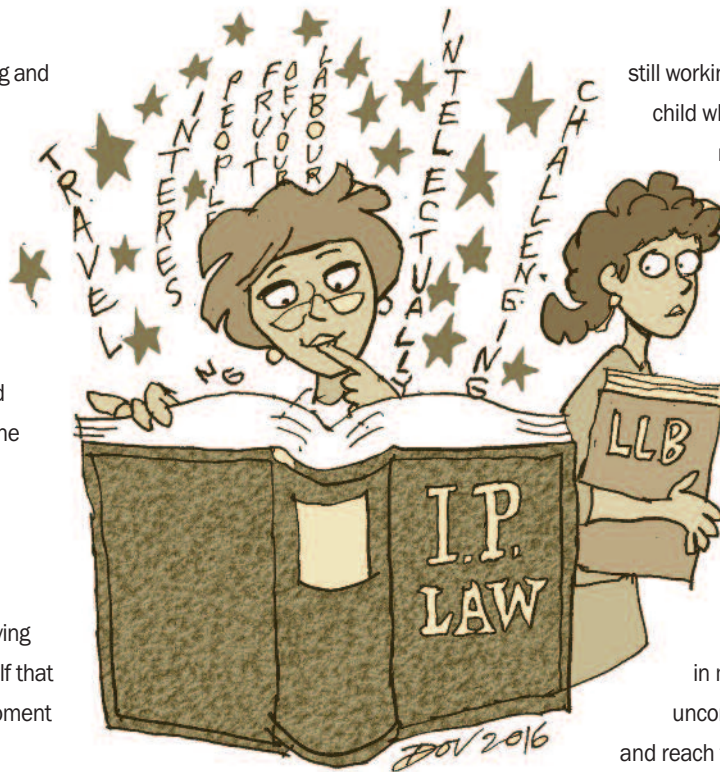
## Six reasons why you should not be an IP attorney

### 1. It takes a long time to qualify

A career in IP almost always requires an undergraduate degree, in addition to your legal degree. A career in patent law requires a technical undergraduate degree, for example, a Bachelor's degree in science or engineering (minimum). Most patent attorneys have an honours, masters or even higher postgraduate degree in science before moving across to law. This is because as an IP attorney you will be dealing with highly educated clients, and it is important not to look like a fool when talking to them (even though you might be feeling very much like one at the time)! After the studies are complete there are articles, the board exams and a further set of specialist exams in IP. Most IP attorneys only finally qualify late in their twenties because of all the studying that is required.

### 2. You will be poor for the first half of your working life

On account of the fact that it takes so long to qualify, your counterparts will be well on their way to economic stability and buying a house while you are



still working out your articles and living accordingly. Like a child who can resist eating a marshmallow now for the reward of two to eat later, so too must a fledgling IP attorney look to the horizon for delayed gratification.

### 3. Deadlines!

Filing a patent, design or trade mark application sets in motion an unavoidable series of deadlines by which certain tasks must be completed (paying fees, filing of assignments, etc.). Miss one of these deadlines and the consequences can be catastrophic. All IP attorneys are wedded to their diaries and most firms have high redundancy in monitoring diary dates. As an IP attorney, it is not uncommon to sit bolt upright in the middle of the night and reach for your laptop to check a diary date.

### 4. There is a lot at stake if you make a mistake

Losing an IP right in any jurisdiction and then having to explain to a client why their right to exclude others from commercialising in that space has disappeared is not a conversation you want to have. Huge amounts of time and money underpin a product launch (including research and development, safety testing, marketing, advertising and distribution) and clients are often only willing to commit to that expenditure if they know there is a monopoly waiting on the other side, so that these expenses can be recouped. Loss of such a monopoly seriously affects the recoup calculations and any difference might well be levelled against you in the form of damages.

### 5. You meet a few nutters

Your clients are often not bound by convention. All attorneys must be able to handle criticism, not only from peers and adversaries but also clients. This is true as long as such criticism is constructive and relevant. Accepting criticism becomes that much more difficult when the criticism is not burdened by logic. This is not uncommon in the IP sphere as creators often have a deep emotional investment in their work.

### 6. You will probably miss out on a lot of fun

Not only were you probably studying (nailing that undergraduate degree) while your university friends were out on the town, thereby missing your crucial socially formative years, and you will probably also be a clerk well into your twenties, while studying for a law degree part-time and taking a few stabs at passing the industry practitioners' exams. But have faith, your popularity will take a turn for the better with your emerging dominance in Trivial Pursuit and Quiz Nights as a career in IP does wonders for your general knowledge. ●

*Biagio and McKnight are Partners with Spoor & Fisher.*



# INSURANCE LAW – NEVER LOSES ITS APPEAL

JOANNE SCOTT

Atticus Fitch, Harvey Specter and even the legally blonde Elle Woods have led us to romanticise the legal profession. Although there is a good dose of great Suits and clever blondes, the reality is - it is absolutely nothing like the hit TV shows. But don't despair! While you won't make legal headlines every week, or solve constitutional issues in 40-minutes, you will have the opportunity to determine your career path in law and have the power to make it a fascinating and rewarding one.

We bet you never thought of going into insurance law. Neither had **Mokone Finger**, second year Candidate Attorney at Clyde & Co South Africa, *"I didn't know much about insurance law beyond what we were taught in varsity. I actually studied Medical Law and Forensic Science, which somehow related to insurance, especially with regard to Professional Indemnity. But that's what I find so interesting, insurance law has many different facets - aviation, healthcare, engineering, the list is endless because most things are insured. Plus, what is even more interesting is that*

*some Sherlock Holmes-style investigating of claims, which makes things even more entertaining. You have to enjoy reading (which is true for most areas of law), but particularly in insurance law, you get to analyse insurance policies, read lots of case law, consider pleadings, investigators reports, correspondence, your client's papers and so on."*

The interesting nature of the work as well as the fact that *"the business of insurance is not contained by the borders of countries, regions or continents ..."* has kept **Athol Gordon**, a Partner, in insurance law for over twenty years. He also finds that *"running an international insurance practice is far more appealing because of the diversity of challenges which it entails."* Working for a global law firm not only offers challenging international cases but also the opportunity to grow and learn from your colleagues all over the world.

Senior Associate, **Thomas Lawrenson**, got to experience this first hand. Associates at Clyde & Co in the Global Secondment Programme get the



Mokone Finger



Amelia Costa



Athol Gordon



Thomas Lawrenson

*things are never as they appear. The cases may seem simple on paper, but there are always underlying facts and circumstances that may influence the outcome of the case. Law is always changing. You are guaranteed to learn something new". And wait - Mokone actually stated, "It's fun, insurance lawyers and experts are not uptight. They are open-minded and very intelligent".*

Not convinced yet? Take it from someone who has a decade of experience. **Amelia Costa**, Partner at the firm in South Africa, assures that with insurance law *"Every day is different: I may be working on a cover dispute between insurer and insured or on an insured's liability to a third party following the supply of defective microchips in remote controls. It keeps life interesting and very diverse. Insurance law also requires you to do*

*chance to work in any Clyde & Co office from New York to Hong Kong. He ultimately settled on London, "It made sense given that most of my international clients are located there". The programme gave him the opportunity to "create collegial relationships in different offices ... in creating these relationships, one fosters inter-firm referrals and international capabilities to assist clients in every major jurisdiction in the world". So, if you want to become a globe-trotting insurance lawyer then take a top tip from Thomas, "Get as much work experience, whether international or local, as soon as you can. It will provide a solid basis from which to launch your career."*

But, another piece of advice, don't skip your lectures Amelia urges, *"You don't always realise the importance of attending lectures. It's not just for*

that class attendance register, or getting through the exams – it may shape your career path and in turn, your future. I found myself always looking forward to the insurance classes and enjoyed studying the subject. After university, I practised in really strong insurance teams in law firms and learnt the practical application of what I learnt academically. I believe that studying gives you the platform to execute the practical side of law. Academia and practice are mutually beneficial. The more you learn the substance, the better your application of it will be. The more you apply what you've learnt, the better you'll understand the substance of what you do. I found that this was very true of the LLM I completed in insurance law. It has provided a springboard to learn more and more in practice. It is all about depth of knowledge and experience."

Laying the foundations for pursuing a career in the unrelenting legal industry can be daunting, especially since many believe that work-life balance is a myth. We won't sugar coat reality; your candidate attorney years will definitely be defined by "no sleep". However, there is hope. Amelia is the proud mother of three beautiful children. "Having a family was always

something I had hoped for, but it was important for me to first finish my studies and get anchored at work, before having children. It has made the transition into this new phase easier for me knowing that I have a steady employment platform. Having kids has taught me to be very diligent at work. I attend to the same amount of things in work hours as I did before having children. I think it's important to be disciplined and have a positive attitude in achieving a balance. It is equally important to have assistance as a working mother, whether it is your family, friends or helpers at home. The fundamental message on the question of work/life balance is that it can be done – I promise."

Although, not everyone in your office will be Harvey Specter quality eye-candy, insurance law is definitely a practice area that will lead to international opportunities, a continually intellectually stimulating environment and most certainly a host of unforeseen but exciting challenges. ●

Scott is Business Development Assistant at Clyde & Co (Johannesburg).

## BEING A WOMAN IN THE MARITIME SECTOR – A PERSONAL PERSPECTIVE

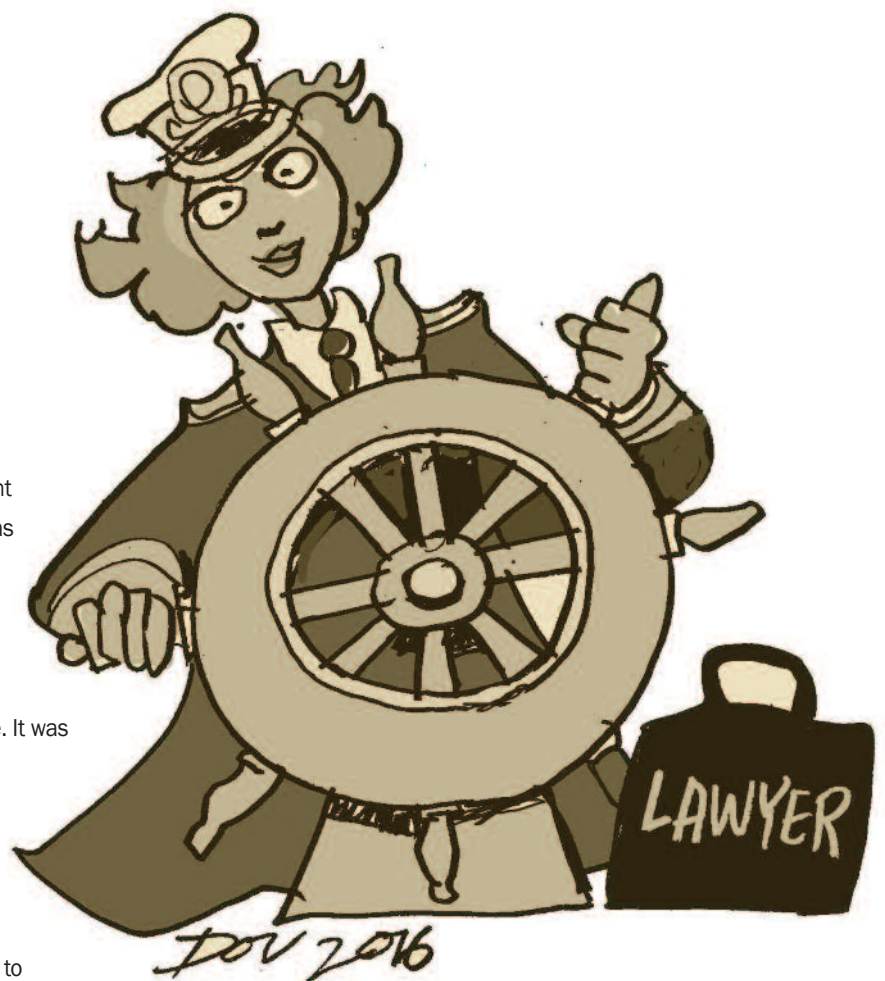
ANISA GOVENDER

I come from humble working class beginnings; I attended government schools in rural areas and furthering my education beyond matric was not a certainty. It was my father who decided, on the day my matric results were released, that I was going to study further. I was the first person in my extended family to attend university.

I enrolled at the then University of Natal in January 1994 for a Bachelor of Arts degree, to be followed by a Bachelor of Laws degree. It was not an easy five years. While I absolutely thrived in the academic environment, at the back of my mind there was always unease that my education was costing my parents a fortune. I think it was this that galvanised me to give of my best; if I did not get a first I was deeply disappointed with myself.

While my love of literature and the arts pulled me towards the offer to study English honours, I decided I needed to follow a course that would enable me to obtain employment after graduating, and studied an LLB degree.

In final year came the arduous process of sending out applications for articles all over the country. I probably sent out about 50. I was fortunate to be granted quite a few interviews and I joined a large practice in Durban.



My first year was a whirlwind of collections matters, local government and general litigation and family law (which I did not enjoy). At the end of my first year, I was offered the opportunity to transfer to the shipping department. This came as a surprise – it was usually a male clerk who was selected to go

to this department and I grabbed the opportunity with both hands.

I still clearly remember my first week. I attend an urgent ship arrest after hours and went on board a container vessel in dry dock to take statements following an incident in the harbour. Lesson learned: it is not a good idea to go on board a vessel in a long skirt and high heels, especially not in dry dock where the gang plank is extremely far off the ground. I was absolutely exhilarated; was this actually work? It felt more like an adventure.

I fell in love with this new dynamic area of law and I have not looked back.

However I soon realised that I needed to extend my education into maritime law.

Whilst I learned many of the practical aspects from my senior colleagues, I also extended my theoretical knowledge by completing the Understanding Shipping course through the Institute of Chartered Shipbrokers and then followed up with a master's degree in maritime law at the University of Natal. Studying a master's degree part-time is not for the faint-hearted but it was the best thing I could have done. At one stage, we had the Judge President of the Durban High Court and several counsel on the course. Without even realising it, I was slowly building contacts within the industry.

Simultaneously, I was encouraged to join the Durban Chapter of the Maritime Law Association – I enjoyed the committee work and being

executive committee were partners of other law firms.

There is also the opportunity to make a difference. One of my portfolios on the MLA was the empowerment committee and we set up an exchange programme with Holland & Knight, a law firm based in New York. Previously disadvantaged young women were sent on an exchange programme for six months at a time, most of whom have stayed in the maritime field, and excelled. Our last candidate is now working at a global law firm and is based in London.

WISTA, Women in Shipping and Trade Association, is an international organisation and during my time on the committee, we mentored at least two young women into their careers in the maritime industry.

A career in maritime law requires the right education and there are many different courses on offer in South Africa. The most recent and exciting development is that the Nelson Mandela Metropolitan University is in the process of acquiring a new campus for maritime studies. This will be the country's first dedicated maritime studies centre.

Interest in maritime studies in South Africa can begin in high school - Simons Town High School and Lawhill Academy in the Cape, and Sethengile High School in KZN, have dedicated maritime studies programmes. And there are several maritime academies that provide training in a wide range of maritime-related areas.

As a woman it is important to bear in mind that whatever path you choose, there will always be challenges. I am a wife and mother of two, these are also roles that are important to me. However, it does not mean that I cannot be a good lawyer, it just means that I have to be an accomplished juggler.



Govender

involved in an organisation so focused on developments in maritime the law led to a huge growth in my confidence and knowledge, as well as further building up my circle of contacts. I eventually became part of the executive committee of the Maritime Law Association and took over as national secretary for seven years in 2007.

What was obvious in my early years in the industry was the dire need for transformation, both across gender and colour lines. I was often the only woman and, more often than not, the only person of colour on committees. I would like to think that times have now changed.

There are enormous benefits to being part of an association. Throughout my time on the MLA, I felt mentored as most of my colleagues on the

As a woman it is important to bear in mind that whatever path you choose, there will always be challenges. I am a wife and mother of two, these are also roles that are important to me. However, it does not mean that I cannot be a good lawyer, it just means that I have to be an accomplished juggler.

It takes a multitude of skills to fulfil a role, whether as a maritime lawyer or on board a ship, and a further set of skills to fully embrace the lifestyle. A woman's place can be in the boardroom, on the bridge, deck or engine room of a super tanker, in fact, any place she has wants to be. ●

**Govender is a Senior Associate, Shipping & Logistics practice, Bowmans.**



## SAYINGS OF THE OWL<sup>1</sup>

### ALEX ELLIOTT

1. Billing isn't everything, it's the only thing.
2. Procrastination is the thief of time recording.
3. Charity ends at home.
4. Work must not only be done, it must be seen to be done.
5. Judge lest ye be not judged.
6. Your job is not to solve clients' problems but to carry their burden.
7. The legendary Professor Michael Katz on turnaround time: "An 80% job done today is better than a 100% job done tomorrow."



Elliott

Procrastination  
is the thief of  
time recording.

8. The OWL on turnaround time: "If you can't get it out the door, you might as well mop the floor."
9. If you don't have a thick skin and a sense of humour, get the hell out of my office! •

Elliott is a Partner with Hogan Lovells.

<sup>1</sup> Old Wise Lawyer

**Contact:** Ulrike Wellmanns

**Email:** [consult@frrwconsulting.com](mailto:consult@frrwconsulting.com)

**What to send:** *Curriculum Vitae* & academic transcript to be submitted by email. Please contact us should you require advice on drafting your *curriculum vitae*.



#### How to check:

All applications will be acknowledged; if a response is not received within two weeks of application please email us for confirmation of receipt.

#### What to expect:

FRRW Consulting are specialist legal recruiters and we would like to be part of your career progress. When a client law firm requests a Candidate Attorney we will identify a suitable student. We will then contact you to discuss the opportunity and request further information if necessary. Your information will be retained solely for use by FRRW Consulting.

**So you want to be a lawyer?**

**Tel:** 011 327 1244

**Address:** P.O. Box 2187, Parklands, 2121

# THE LAW FIRM DIRECTORY

## Is this the right firm for you?

WHO

- 011 911 4300
- Celeste Dickinson
- Application link  
(this will open  
in October 2016:  
<http://www.bakermckenzie.com/en/johannesburgcandidateattorney2019>
- 1 Commerce Square, 39 Rivonia Road,  
Sandhurst, Johannesburg 2196

BAKER &amp; MCKENZIE

### What to send:

The application asks for you to upload a copy of your academic transcript, matric certificate, ID copy and recent head and shoulder picture of yourself.

### How to make sure we have received what is sent:

Once you have completed all the steps on the online portal your application is taken as received. However, if you have any queries on the system you can contact [ahlisha.yesmariam@bakermckenzie.com](mailto:ahlisha.yesmariam@bakermckenzie.com)

### What Baker & McKenzie is looking for:

While academics are important, we are looking for an all rounder. Our Candidate Attorneys should be curious, resilient and self starters. You must be willing to learn from your errors and have a global perspective.

WHAT

EXPECT

WHO

- 011 669 9000
- Bohlale Paile  
(Graduate Recruitment  
Manager)
- [graduates@bowmans.co.za](mailto:graduates@bowmans.co.za)
- 165 West Street, Sandton, 2196



**BOWMANS**  
THE VALUE OF KNOWING

### What to send:

- Create your CV/ Profile online
- Attach a copy of matric certificate, ID, academic transcript and a marked legal assignment.
- All of this need to be loaded on our application platform, please see the link: <https://leap.ly/bowmanslaw>

### How to make sure we have received what is sent:

The application platform will inform them of the stages that they are at. They will receive an email message or they can go back into their profile to see the progress to date.

### What Bowmans is looking for:

We look for students studying towards any of the following qualifications:

- B.Com Law
- BA Law
- LLB

Our lawyers are team players. They are committed to excellence and deliver high quality service. Most importantly, they possess a passion for the law. So, we look for well-rounded people with a high level of academic achievement and commercial awareness

WHAT

EXPECT

WHO

- 011 562 1000 (Jhb) /  
021 481 6300 (CT)
- The Graduate Recruitment Team**  
(Shane Johnson /  
Boipelo Mathodlana (Jhb),  
Candice Lategan (CT))
- [apply4lawJHB@cdhlegal.com](mailto:apply4lawJHB@cdhlegal.com) / [apply4lawCPT@cdhlegal.com](mailto:apply4lawCPT@cdhlegal.com)
- Private Bag X40 Benmore 2010, South Africa, Dx 42 Johannesburg



Prospective applicants must apply through our online application system – [www.apply4law.co.za](http://www.apply4law.co.za). In addition to completing the online application forms, applicants will need to attach the following documents:

- Cover Letter
- Curriculum Vitae
- Identity Document / Passport
- Latest University Academic Transcript
- Grade 12 / Matric Certificate

Applicants that apply online will receive an email acknowledging receipt of their respective applications and the email will also provide them with an application reference number.

Should the applicant wish to follow up on the status of his/her application, Boipelo (Jhb) or Candice (CT) can be contacted in this regard.

At CDH, we are looking for candidate attorneys who are resilient, ambitious and hard-working.

Our candidate attorneys must be able to work in a team-based environment that is deadline driven. Good communication (verbal and written) skills are crucial during articles of clerkship at our firm.

At all times, it is important for our candidate attorneys to display the right attitude towards the work they are allocated. This will ultimately be determinative of their success not only at our firm but in the legal profession in general.

WHAT

EXPECT

WHO

☎ 031 536 8500  
 😊 Elaine De Sylva  
 📧 edesylva@coxyeats.co.za  
 ✉ P O Box 913  
 Umhlanga Rocks, 4320

**COX | YEATS**  
 attorneys

WHAT

**What to send:**

Applications should be up-loaded via the application portal in the "careers section" of our website – [www.coxyeats.co.za](http://www.coxyeats.co.za)

All necessary information is listed and should be completed in full. Included in the submission should be a CV, supported by your latest academic transcript and other supporting documents. There is also a short motivation which the applicant should complete.

CHECK

**How to make sure we have received what is sent:**

The applicant will receive an email confirming that their application has been received. The applicant will receive a further email to advise if their application is being considered or whether they have been unsuccessful.

EXPECT

**What Cox Yeats is looking for:**

We are looking for bright, hard working, ambitious candidates who have a passion for law and are eager to establish a career for themselves in one of the leading commercial law firms in the country.

**Johannesburg and Durban**

☎ +27 11 269 7600  
 😊 Tumi Mamogale  
 📧 tmamogale@ENSAfrica.com  
 ✉ PO Box 783347, Sandton 2146



WHO

**Cape Town**

☎ +27 21 410 2500  
 😊 Pfano Rasivhetshela  
 📧 prasivhetshela@ENSAfrica.com  
 ✉ PO Box 2293, Cape Town 8000

**Ghana, Mauritius, Namibia, Rwanda, Tanzania and Uganda**

☎ +27 11 269 7600  
 😊 Thabang Ratau  
 📧 tratau@ENSAfrica.com  
 ✉ PO Box 783347, Sandton 2146

**What to send:**

- a motivation letter
- a comprehensive CV
- a certified copy of your identity document or an equivalent thereof
- a copy of your matric certificate
- a copy of all your academic transcripts
- a copy of your degree certificate/s (where applicable)
- two reference letters

**How to make sure we have received what is sent:**

We endeavour to respond to all applications within seven days of receipt thereof. In the unfortunate and unlikely event that you do not receive a response from ENSAfrica, please contact our HR department on either of the above-listed numbers.

**What ENSAfrica is looking for:**

We are relentless in our pursuit of committed, passionate and hardworking individuals who are eager to learn, add value and make a difference to our firm and clients. We believe that our candidates are well on their way to becoming exceptional attorneys as they are individuals who continuously strive for excellence. If you are a candidate who wants to be part of a diverse, dynamic and high-performance environment – ENSAfrica is the place for you.

WHO

☎ +27 21 405 7300  
 😊 Anette Rezelman,  
 H.R. Manager  
 📧 arezelman@fairbridges.co.za  
 ✉ P.O. Box 536, Cape Town, 8000



WHAT

**What to send:**

- Covering Letter
- Indicate whether you are looking for articles in Cape Town or Johannesburg
- Comprehensive CV
- Certified copy of your ID document or passport
- Certified copy of Matric certificate
- Academic Transcripts
- A Certificate of Good conduct from the Registrar of the University you attend
- Two dated character references or testimonials (not older than 6 months)

CHECK

**How to make sure we have received what is sent:**

Contact Anette Rezelman.

EXPECT

**What Fairbridges is looking for:**

Applicants should be self-motivated, with good interpersonal, organisational, and leadership skills. We look for a well-rounded personality with a balanced lifestyle, good problem-solving skills, with the ability to craft practical solutions. Applicants should be a good fit for the culture of the firm. Previous vacation work, job shadowing and practical experience at a Legal Aid Clinic helps. We look for candidates with the potential to grow and develop into mature and confident professionals. Good oral and written communication abilities, a strong work ethic and sense of commitment are all positives.

WHO

☎ 011 586 6201  
 😊 Carien Brady  
 📧 <http://fasken.erecruit.co.za>.  
 Please register and apply directly on Fasken Martineau's e-recruit website.  
 ✉ P O Box 652057, Benmore, 2010

**What to send:**

Motivational letter, CV, copy of ID and transcripts.

**How to make sure we have received what is sent:**

Once you have registered and applied, you will receive an automated notification confirming successful registration and/or application.

**What Fasken Martineau is looking for:**

If you want to work for a firm that is dynamic and successful. A firm founded on teamwork that offers you support at every stage of your career. A firm that is not only steeped in tradition but one that keeps an eye on the future in order to be at the front of the pack. A firm that offers a strategic and business-minded approach to the practice of law while encouraging innovation and creativity. Then that firm is Fasken Martineau.

Fasken Martineau is a leading international business law and litigation firm. Today we have eight offices with more than 700 lawyers across Canada and in the UK and South Africa. Our practice has evolved to include every area of business, industry and government.

We believe in long-term career development, focused on continual personal development and work-life balance. The firm's corporate culture is based on teamwork and commitment to our clients, promoting excellence in everything we do. Fasken Martineau is always looking for motivated individuals to join our ranks.

Our global success is due to the quality of the people we employ. We offer one of the best learning environments in the profession, one in which you'll be challenged to grow through a wide range of learning experiences.



WHO

☎ 011 775 6307  
 😊 Zaheerah Bhana  
 📧 careers.hoganlovells.com



Applications have to be submitted online so they can be tracked.

✉ PO Box 78333  
 Sandton City, 2146

**What to send:**

Applications are accepted online at careers.hoganlovells.com  
 Candidates need to submit a CV, matric certificate, all academic transcripts and references.

**How to make sure we have received what is sent:**

Applicants will receive a confirmation email from the firm.

**What Hogan Lovells is looking for:**

We employ well-rounded individuals who display ambition, determination, perseverance and the ability to interact with colleagues at all levels. You are most likely to be successful with a record of high academic and leadership achievements.

Our culture is guided by our values. That means we're looking to employ individuals who are not only technically strong but who can also identify with these values.

WHAT

EXPECT

CHECK

WHO

☎ 011 324 3014 / 3000  
 😊 Estelle Abrahams  
 📧 hr@kisch-ip.com  
 ✉ PO Box 781218,  
 Sandton, 2146


**What to send:**

Detailed CV, Matric certificate, Full academic record of all qualifications, cover letter, ID copy, and any other substantiating documentation.

**How to make sure we have received what is sent:**

Call or e-mail: 011 324 3014 / 3000 or  
 hr@kisch-ip.com

**What KISCH IP is looking for:**

Completed LLB OR BComm Law degree for those aspiring to pursue a career in Trademarks or Commercial. The patent candidates must have completed a technical and a Law degree. We do, however, consider candidates who are in process with the Law qualifications.

In terms of skills and attributes we seek candidates who are self-motivated, energetic, adaptable, committed, possess excellent communications skills, pay attention to detail, able to work in a team, able to manage their time and willingness to take on further studies.

WHAT

EXPECT

CHECK

WHO

☎ 012 342 0523  
 😊 Baitseng Rangata  
 Tasneem Antulay  
 📧 Baitseng@maponya.co.za  
 Tasneem@maponya.co.za  
 ✉ P O Box 13659  
 The Tramshed, 0126


**What to send:**

- Motivation Letter
- CV
- Academic Certificates

**How to make sure we have received what is sent:**

Acknowledgement of receipt is sent to the Candidate by HR.

**What Maponya is looking for:**

- Excellent Academic record
- Positive attitude towards work
- Good interpersonal skills
- The Candidate should be willing to work outside normal working hours. He/she has to be articulate and dedicated to the work. Have the discipline to focus on the work to be able to prioritise work.
- Good writing skills
- Willing to learn and execute assignment on time

WHAT

EXPECT

CHECK

WHO

☎ 011 646 0006  
 😊 Jacques Marais  
 📧 JLM@smitsew.co.za  
 ✉ Private Bag 836  
 Saxonwold  
 2132


**What to send:**

CV, certified copies of qualifications and academic records and a motivational letter must accompany all applications.

**How to make sure we have received what is sent:**

Jacques Marais will be in touch to invite suitable candidates for interviews.

**What Smit Sewgoolam Incorporated is looking for:**

Candidates who are hardworking, balanced and have a strong academic record and the desire to work with colleagues from different social, ethnic and religious backgrounds are encouraged to apply.

WHAT

EXPECT

CHECK

WHO

- ☎ 012 676 1187  
 😊 Sue Scott  
 📧 s.scott@spoor.com  
 ✉ PO Box 454, Pretoria,  
 0001, South Africa



WHAT

**What to send:**

- Cover Letter – A one pager introduction which describes why you are the most suitable candidate for the position.
- CV – This is a detailed overview of your Education, Skills and Work Experience.
- Academic Transcript – An official academic record from the tertiary institution detailing your subjects and marks obtained.
- ID copy – A legible and clear copy of your identity document

**How to make sure we have received what is sent:**

If you do not receive a confirmation email within 1-2 weeks you can send a follow up email asking to confirm. If that does not work, calling the firm and asking to speak to someone in HR who deals with the professional staff applications will help.

CHECK

**What Spoor & Fisher is looking for:**

We are looking for candidates that stand out and show initiative by taking part in extra-mural activities, volunteer work preferably in the legal field and most importantly try to avoid spelling mistakes on your application.

EXPECT

WHO

- ☎ 010 100 0904  
 😊 Jenine Sundarparasad  
 📧 reception@vdma.co.za  
 ✉ PO Box 912,  
 Northlands, 2076



WHAT

**What to send:**

- CV
- Academic transcripts
- Certified copy ID document
- Certified copy of Matric certificate
- Motivational letter

CHECK

**How to make sure we have received what is sent:**

Applicants will receive an email acknowledging receipt of their application. To the extent that such an email is not received, the applicant can follow up with Jenine Sundarparasad.

**What vdma is looking for:**

We are looking for candidates who have excelled academically and are able to apply their knowledge of the law in practice. We require highly motivated individuals who are solutions-driven and capable of independent thought. Candidates must be willing to work hard and through experience develop the expertise required to become a successful attorney.

EXPECT

WHO

- ☎ 011 530 5000  
 😊 Nokwazi Sibiya -  
 HR Consultant  
 (Graduate Recruitment)  
 📧 nokwazi.sibiya@webberwentzel.com  
 ✉ P.O Box 61771, Marshalltown, Johannesburg, 2107



WHAT

**What to send:**

An updated CV, complete academic transcript, matric certificate and a copy of your identity document. You're welcome to attach a motivational letter but it isn't a pre-requisite. Please send all of these documents to articles@webberwentzel.com.

CHECK

**How to make sure we have received what is sent:**

Please contact Nokwazi Sibiya and she'll be able to give details on your application.

**What Webber Wentzel is looking for:**

The term "well rounded" is often bandied about to answer this question. Although it's not incorrect, for us it means we are looking for students who resemble the firm. As a firm with skilled lawyers, boasting a solid track record and offering superior expertise on legal matters, we look for students who excel in their areas of involvement - academics, sports and/or cultural, leadership and social responsibility activities. We are looking for individuals who excel in all these areas, not just some.

EXPECT

WHO

- ☎ 011 535 8175  
 😊 Shesnee Naidoo  
 📧 careers@werksmans.com  
 ✉ Private Bag 10015,  
 Sandton, 2146



WHAT

**What to send:**

All applicants must apply through our online application system: [www.werksmans.com/graduates](http://www.werksmans.com/graduates). Students will be required to complete an application form as well as upload a copy of their CV, ID, transcripts and matric certificate.

CHECK

**How to make sure we have received what is sent:**

Applicants may direct any queries via email to [careers@werksmans.com](mailto:careers@werksmans.com) or contact Shesnee Naidoo on 011 5358175.

**What Werksmans is looking for:**

At Werksmans, we welcome candidates who have a passion for life, learning, expertise and intellect. We seek students who are academically excellent but who also have interesting personalities and diverse interests. We want to know you beyond your lawyerly mask and for you to be free to explore your interests.

We accept applications from all law students i.e. BA Law, B Com Law and LLB degrees. Students can apply to us in their second year of LLB studies or their third/final year of their undergraduate degree.

If this is you, you can join us either on a Vacation Work Programme or as a Candidate Attorney. These programmes will open up a world of opportunity to work with some of the best legal minds in the country for the highest calibre of clients.

EXPECT