CAREERS INSIGHTS EVENT

EXPLORE THE LAW

Legal careers for students with disabilities and health conditions



Organised by

MyPLUS STUDENTS' CLUB

AGENDA

CAREERS INSIGHTS EVENT

13.45	Welcome & overview of the legal sector
14.15	Demystifying law – panel discussion
14.45	Interview Skills
15.30	Break
15.40	Requesting adjustments and openness
16.30	Panel discussion
17.15	Networking
18.15	Close

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Welcome

Bob Bishop; DLA Piper

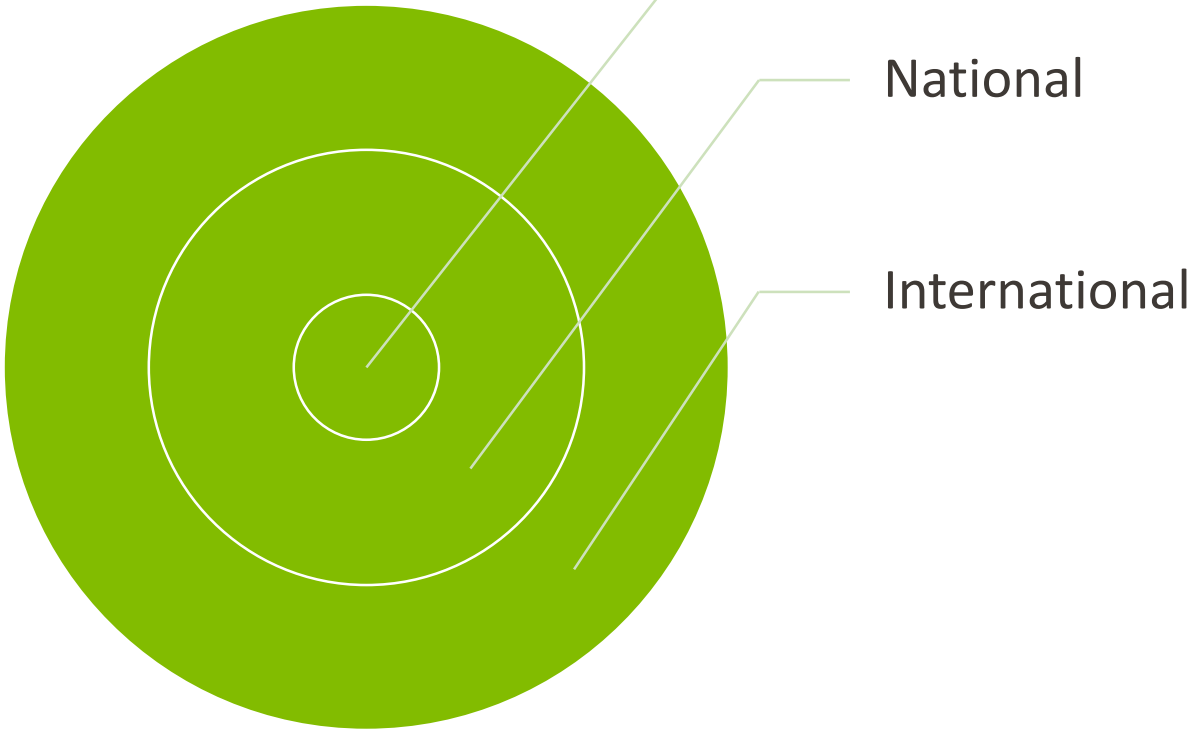
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WHAT'S THE DIFFERENCE?



THE LEGAL INDUSTRY

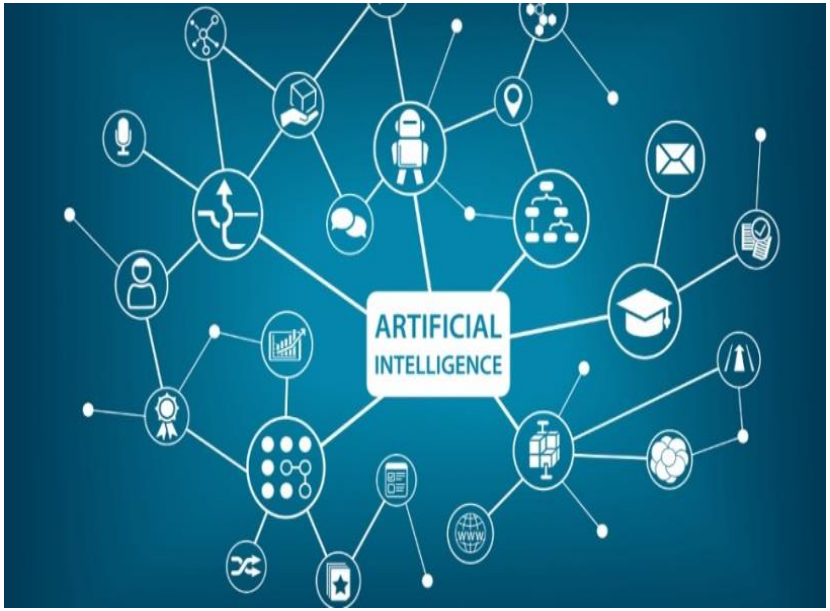


AREAS OF LAW



WHAT'S GOING ON IN THE LEGAL INDUSTRY?





WHAT'S MY VIEW?



WHAT DO FIRMS LOOK FOR?



ADVICE FOR ASPIRING SOLICITORS

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Questions

DEMYSTIFYING LAW

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Adam Dempsey	Baker McKenzie
Emma Nicholson	DLA Piper
Taylor Harris	Hogan Lovells
James Seddon	Linklaters

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Interview skills

André Flemmings; Linklaters

The typical recruitment process



Today’s objectives

Getting into the head of a recruiter

Demystifying processes

Practising techniques

Having fun



Part 1: How to look good - On paper



Which parts of the written application do you understand least?

Work experience – relevant or irrelevant?

Grades

Mitigating circumstances & diversity data

Why the industry questions

Why the firm questions

Commercial awareness questions

Articulating skills

Pre-application: Preparation



Step 1: Looking within

Interrogating your motivations, skills, experiences



Preparation - Step 1: Looking within

1. **Motivations**
   Why this industry? Why this career?

2. **Skills**
   Hard and soft skills? E.g. languages, IT skills, teamworking skills etc.

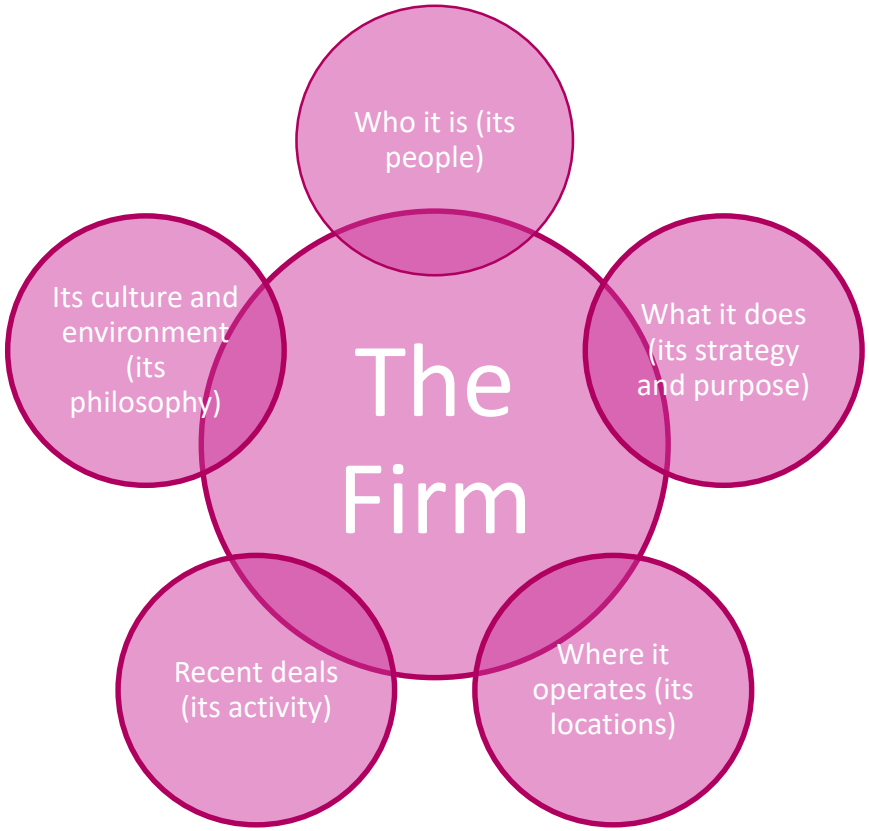
3. **Experiences**
   What counts are relevant and non-relevant experiences?

Step 2: Looking without

The firm, its activities, culture, competitors, strategy



Looking without



How?

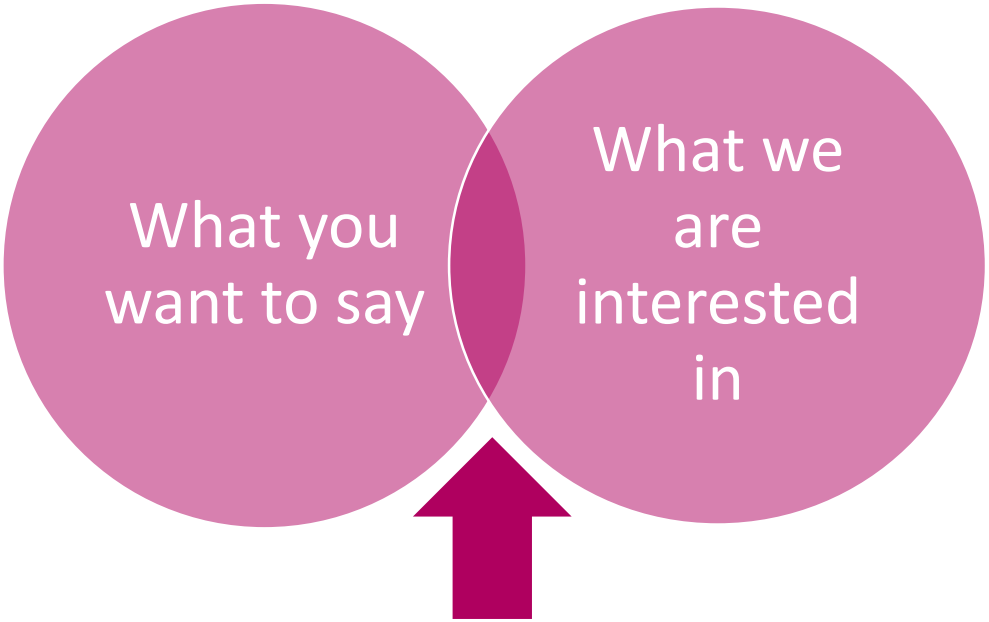

Google and social media
Firm websites, brochures
Press
Competitors
Rankings e.g. Chambers, Lex100
Staff and alumni
Careers Service / faculty
Diversity partners e.g. SEO London
Events and insights

Step 3: Being relevant

Identifying where you cross over with the firm



Being relevant



You need to identify what is relevant

Commercial awareness

1. What is it?

2. Why is it important?

- To you?
- To your studies?
- To your future employer?

3. What makes commercial awareness difficult to acquire?

Discuss in groups or pairs for 3 minutes.

Online written applications



Top tips – general

Check your spelling and grammar

Keep your language simple and to the point

Be specific

Set your argument out in a structured way (the logic and order should be obvious)

Base your views on evidence

Be authentically you

Law firms are not “companies”

1. Extracurricular activities and positions of responsibilities

Why do we want to know about this?

What do you want to show?

What is relevant?

How do you talk about it in a meaningful way?

2. Why are you interested in the industry?

The opportunities:

- Your story and background
- Business drivers
- Future ambitions
- Alignment of interests

The risks:

- The “X-Factor” response
- The “Wiki” copy & paste
- Unsubstantiated name drop
- Overly broad/narrow interest

Why the firm?





SLAUGHTER AND MAY

Linklaters



The Nando's Rule



DLA PIPER

Hogan Lovells

Linklaters

Baker McKenzie.

SLAUGHTER AND MAY


Current issues or news article

Current issue or news article

Write about a current issue or news article that has interested you, and how you feel that subject would affect Linklaters (250 words)

- What are we looking for?
- What do you want to show?
- What kinds of things could you include?
- What might not be worth including?

Example 4 – Technology focus

“An issue that has recently caught my attention is the development of the digital ledger, Blockchain, which seeks to revolutionise the way transactions are executed. Blockchain is a database that records information and stores it in ‘blocks’, linking them creating a ‘cohesive, unbroken record’. Blockchain records and copies its data; additionally, any alterations made to the ledger must be verified by the entire network; meaning that unless someone controls over half of the network, the data cannot be corrupted. These features make Blockchain incredibly secure and transparent; further, since it does not rely on third party services to complete transactions, it is completely de-centralised.

“Blockchain represents the ideal platform to create and use automatic smart-contracts created using programmed variables, allowing value to be transferred immediately once the contract has been fulfilled; or, for ramification to be implemented upon breach of contract.

“Importantly for Linklaters, this means that clients may increasingly begin to consider using Blockchain to further their businesses. In response, Linklaters should seek to understand Blockchain, creating a niche practice area and advising clients how best to use the database. Having this understanding, Linklaters will be able to regulate these smart contracts and aid clients in cases where the smart contracts may have failed, particularly during Blockchain’s infancy. If Blockchain grows in scale and usage, a key question for Linklaters will be how it can distinguish itself from competitors in a world where much of the litigation work previously done by law firms is now done by technology.”

Example 4 – Technology focus (corrections)

"An issue that has recently caught my attention is the development of the digital ledger, Blockchain, which seeks to revolutionise the way transactions are executed. Blockchain is a database that records information and stores it in 'blocks', linking **them creating** a 'cohesive, unbroken record'. Blockchain records and copies its data; additionally, any alterations made to the ledger must be verified by the entire network; meaning that unless someone controls over half of the network, the data cannot be corrupted. These features make Blockchain incredibly secure and transparent; further, since it does not rely on **third party** services to complete transactions, it is completely de-centralised.

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Example 5 – Deal focus

“An interesting macroeconomic issue is the interest rate environment and its impact on M&A activity. Central banks instituted an unprecedented monetary easing policy in the wake of the financial crisis. Quantitative easing has driven down interest rates to historically low levels.

“In a recent interview in the Financial Times, Johanne Huth, head of European private equity division for KKR, recognised that the low rate environment has provided optimum conditions for public and private equity funds for two reasons. KKR relies on debt for leveraged buyouts. Secondly, in a low yield environment, capital chases higher risk investments in order to earn a return. KKR have experienced record demand from investors to participate in private equity funds which has fuelled frenetic M&A activity in spite of record high valuations.

“ However, the economy is at an inflexion point. The broad global economic recovery is prompting central banks to revise their monetary policy. The FED has committed to raising rates a further three times in 2018 in response to strong job and economic growth. The bank of England have signalled that a rate hike is likely in 2018. The ECB is scaling back its asset purchases in 2018.

“The implication for Linklaters is that interest rate normalisation may reduce the volume of mergers and acquisition transactions. For example, KKR recently acquired Univlever’s €6.825 billion spreads division and Linklater’s advised Unilever on the sale. The higher cost of leverage and the outflow of investor capital into other asset classes may deter equity from pursuing assets with such high valuations.

Example 5 – Deal focus (corrections)

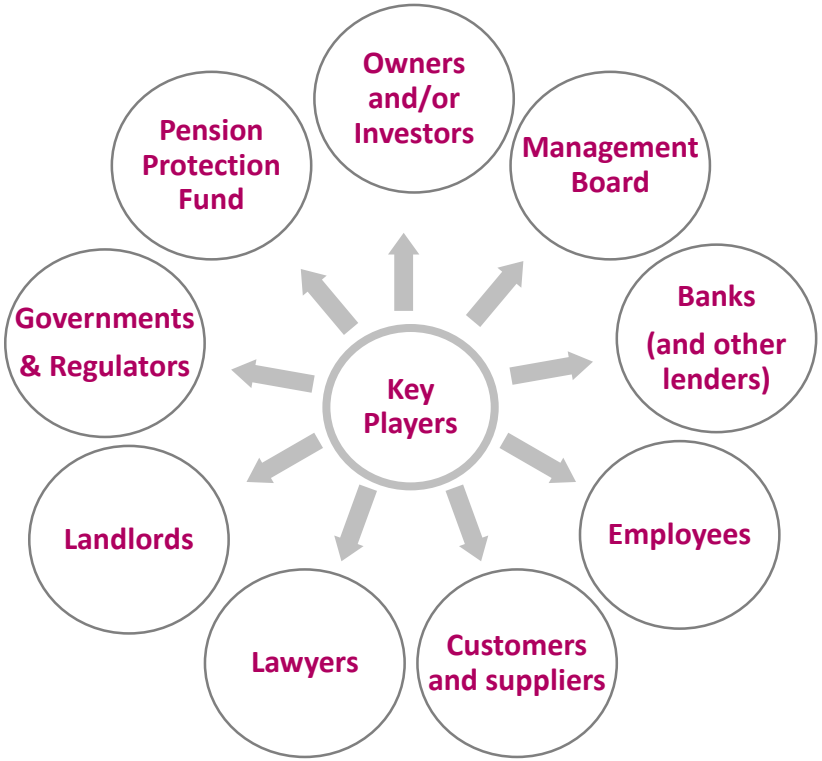
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Tips: Use key players (stakeholders) wheel



Tip 2: Identifying practice area involvement

Corporate

- Mainstream Corporate/M&A
- Competition/Antitrust
- Employment and Incentives
- Pensions
- Tax
- Technology, Media and Telecommunications and Intellectual Property (TMT IP)
- Trusts

Finance and Projects

- Banking
- Capital Markets
- Financial Regulation Group (FRG)
- Investment Funds
- Projects
- Real Estate
- Restructuring & Insolvency (R&I)

Dispute Resolution

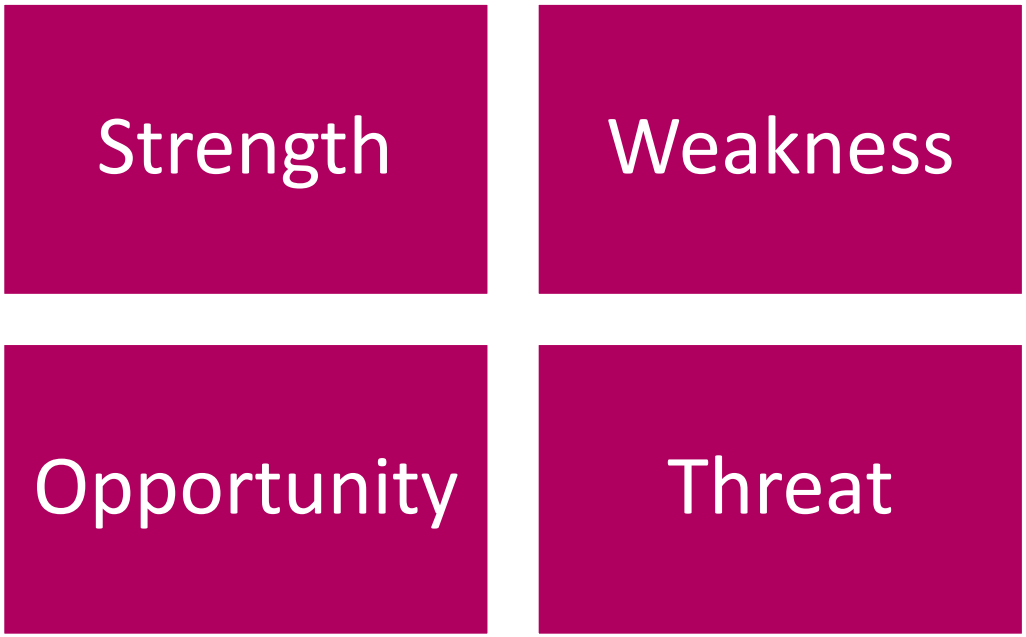
- Dispute resolution
- Contentious regulation

P.E.S.T.L.E.

When analysing a situation, company or deal



S.W.O.T. analysis



Particularly useful for companies (or yourself)

Interviews and Assessment Days



How to look good: At Interview



Interviews

Categories of questions

- Career motivations
- Competency questions
- Commercial questions
- Open-ended questions
- Killer questions

Interview preparation

- Know where you’re going
- Be on time
- Wear business attire
- Check websites for up-to-date news (on the day)h
- Read the papers
- Think about how to illustrate competencies



1. Delivery



2. Structure



3. Content



Evidencing competencies

CAR(E) technique

- Context
- Actions
- Results
- (Evaluation)

Top Tip:

- Vary the experiences that you use over the course of the interview
- Give specific examples of instances rather than generalising in examples
- Quantify or relativise your success

Practise time

Opening an interview, big questions, killer questions



The central questions throughout

- Why commercial law?
- Why this firm?
- Why you?

Opening questions

Tell me about yourself?

Walk me through your CV.

Killer questions

What is your biggest weakness?

Tell me about a time when have you failed?

Which other firms have you applied to and why?

What is your proudest moment?

Which question would you hate to be asked?

How would your friends describe you?

Who are you at your best and at your worst?

Closing an interview

Why should we choose you?

Do you have any questions?

Top tips: A summary

- Smile
- Give a firm handshake
- Give good eye contact (but don’t eyeball)
- Use different examples
- Pay attention to your body language
- Be confident but not arrogant
- Take your time – a good answer is always better than a quick answer
- Share any relevant work experience and skills
- Research competitors
- Ask questions (always)
- Practise

Questions?

Break

Requesting adjustments & openness

Helen Cooke; MyPlus

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OBJECTIVE AND OUTCOME

- To understand how to ensure the appropriate adjustments are in place during the recruitment process

- To feel comfortable in sharing relevant information with a potential employer.

WHAT IS THE AIM OF AN ADJUSTMENT?

- Levelling the playing field:
  - Provide the candidate with neither an advantage or a disadvantage
- Ensure that the candidate can perform to the best of their ability
- Once an adjustment has been made, the candidate can then be assessed on an equal basis to their peers.

TYPES OF ADJUSTMENT

- Physical access
- Use of technology
- Change to the format of the interview
- Use of an interpreter
- Additional time
- Orientation visit prior to interview.

IMPLEMENTING ADJUSTMENTS: ROLES AND RESPONSIBILITIES

Question 1:

What does the candidate need to do to ensure the appropriate adjustment is made for them?

Question 2:

What does the employer need to do to ensure that the appropriate adjustment is made for the candidate?

IMPLEMENTING ADJUSTMENTS: ROLES AND RESPONSIBILITIES

Candidate:

- Inform the employer of your disability / health condition
- Provide the information that the employer requires
- Be open and honest
- Don’t be afraid to ask for exactly what you require
- Make your self available for assessment
- Provide timely feedback on effectiveness of adjustment
- Help the employer to understand!

IMPLEMENTING ADJUSTMENTS: ROLES AND RESPONSIBILITIES

Employer:

- Provide the candidate with the opportunity to inform you about their disability
- Engage in conversation with the candidate
- Be realistic about what is achievable
- Implement adjustments effectively and efficiently
- Invite the candidate to review adjustments, if they wish to
- Conduct a standard interview.

A FEW THINGS TO REMEMBER…

- The information you provide is used to implement adjustments
- The information is confidential
- Only share what is relevant.

INFORMING WITH CONFIDENCE

- To gain the support / adjustments you require you need to be able to articulate:
  - Your disability / condition
  - The implication
  - Your requirements

INFORMING WITH CONFIDENCE

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Task 1:

- Choose a few words for each of the following:
  - Your disability / condition
  - The implication
  - What you need

Task 2:

- Turn those words into a short, succinct ‘openness statement’

Task 3:

- Practice delivering your statement

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AND FINALLY…

- Only by being open can you gain the support you require
- Appropriate support will enable you to demonstrate your full potential
- Be confident in asking what you require.

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REALISING NEW POSSIBILITIES

CAREERS INSIGHTS EVENT

Why join the MyPlus Students' Club?

Find your dream job
Jobs and opportunities from disability confident employers

Supercharge your application
Improve your chances of employment with our useful templates

Your tough questions answered
Advice on disability disclosure and tough topics including free eBooks

Make valuable connections
Join events to network with top industry employers

Join the club for free

Join today for a chance to win a day with your dream employer



PANEL DISCUSSION

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Lynn Rosell Rowley	Baker McKenzie
Jonathan Watkins	DLA Piper
Olly Spratt	Hogan Lovells
James Phoenix	Linklaters
Valerie Kemp	Slaughter and May

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Networking, drinks & canapés

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