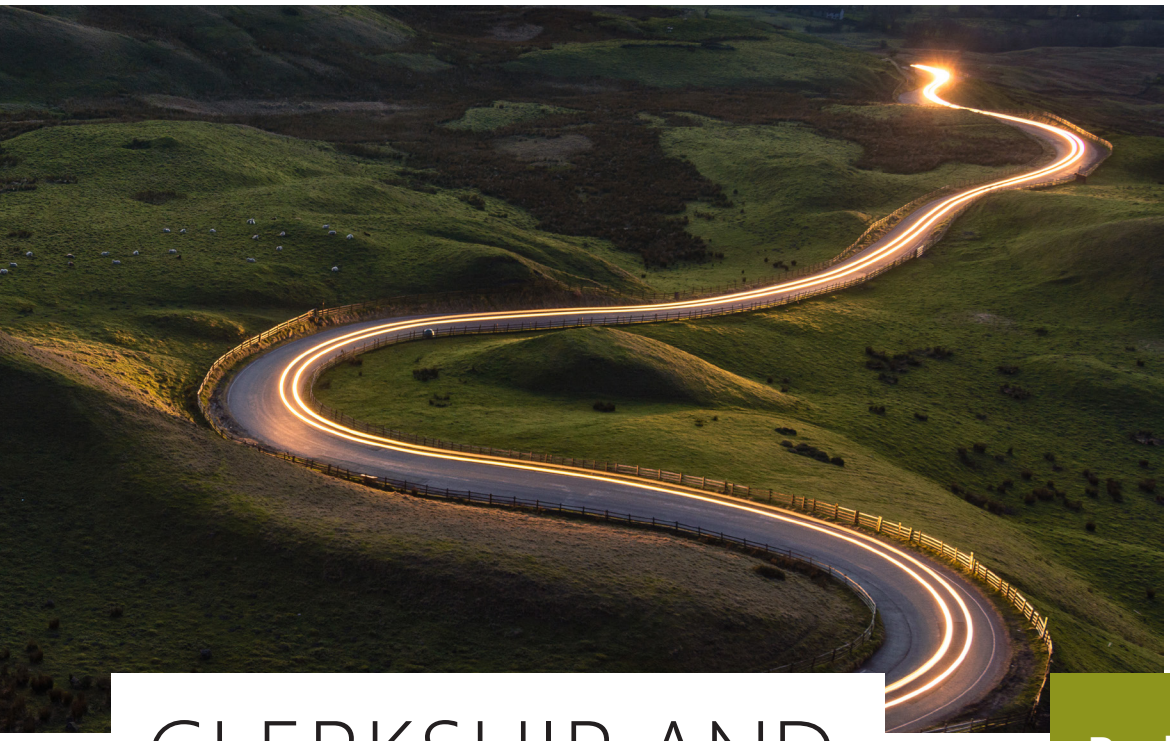


CLERKSHIP AND GRADUATE PROGRAMS IN **SYDNEY**

Real responsibility.
Real relationships.
Sooner.

Our DNA

At McCullough Robertson, you can expect more. It's what sets us apart and sees us work alongside clients that know it's what you do outside the boardroom that makes a difference.

After 90 years we are still growing and evolving. As a fiercely independent Australian-grown law firm, we deliver more than outcomes and continue to grow and evolve our Sydney based practice. We strive towards a diverse and inclusive environment that supports our values and creates a collaborative and innovative experience for our people, our clients, and our community partners.

We work on big matters but work in small teams, giving each of our employee's hands-on experience and the ability to develop their own interests and areas of expertise.

Our goal is for each and every one of our employees to build a rewarding career which is full of opportunities, satisfying relationships and a sense of achievement.

If you see yourself taking on real responsibility, forming real relationships sooner than your peers, then connect with us today and learn more about our clerkship and graduate programs in Sydney.

Unlocking success. Together.

Lawyers McCullough Robertson

Clerkship selection process summary

Our Sydney office offers summer clerkships each year to penultimate students looking to join a firm where real responsibility is offered.

Spending the summer with us from November to February will give you a great understanding of our firms foundation and unique culture.

Let's unpack the clerkship process

Our Clerkship Program has been long established and is not only a great opportunity for law students to gain valuable practical experience, but to also to see what we're all about at McCullough Robertson. More often than not, our summer clerks go on to join our Graduate Program and both are a great start to your legal career.

Your application

We've developed our clerkship selection to help us get to know the real you, and so you can also get to learn more about our DNA. Think about how you can show us who you are and what makes you tick when drafting your cover letter. Take the time to make sure everything relevant is captured in your CV and also attach your most recent academic transcript.

Tell us about yourself

If your application has sparked our curiosity we'll invite you to complete an online questionnaire (20 minutes). This is a tool to help us gain further insights about how you like to work and what's important to you. There are no trick questions and it's about discovering the real you to further support your application. We appreciate the trust that you put in us by using a tool like this and we thank you in advance for answering honestly and openly.

Getting to know McCullough Robertson

We know this is a two-way street and we're keen for you to learn more about the firm as you're preparing for interviews. You'll be invited into our Martin Place offices for an insight session to learn about the way we work with clients, support our employees and to check out our offices. We hope the next time we see you you'll feel familiar with how to get to the office and to see some familiar faces as you arrive for your first interview.

You've got this (interview)

This is a chance for you to tell us about yourself, what lights your fire and gets you out of bed in the morning. But we also want you to take this opportunity to interview us. *In preparation for this meeting:* Research us. Learn what you can about our firm, our leaders and our values. Make sure that we're an organisation with whom you're genuinely interested in working.

Now you're a pro

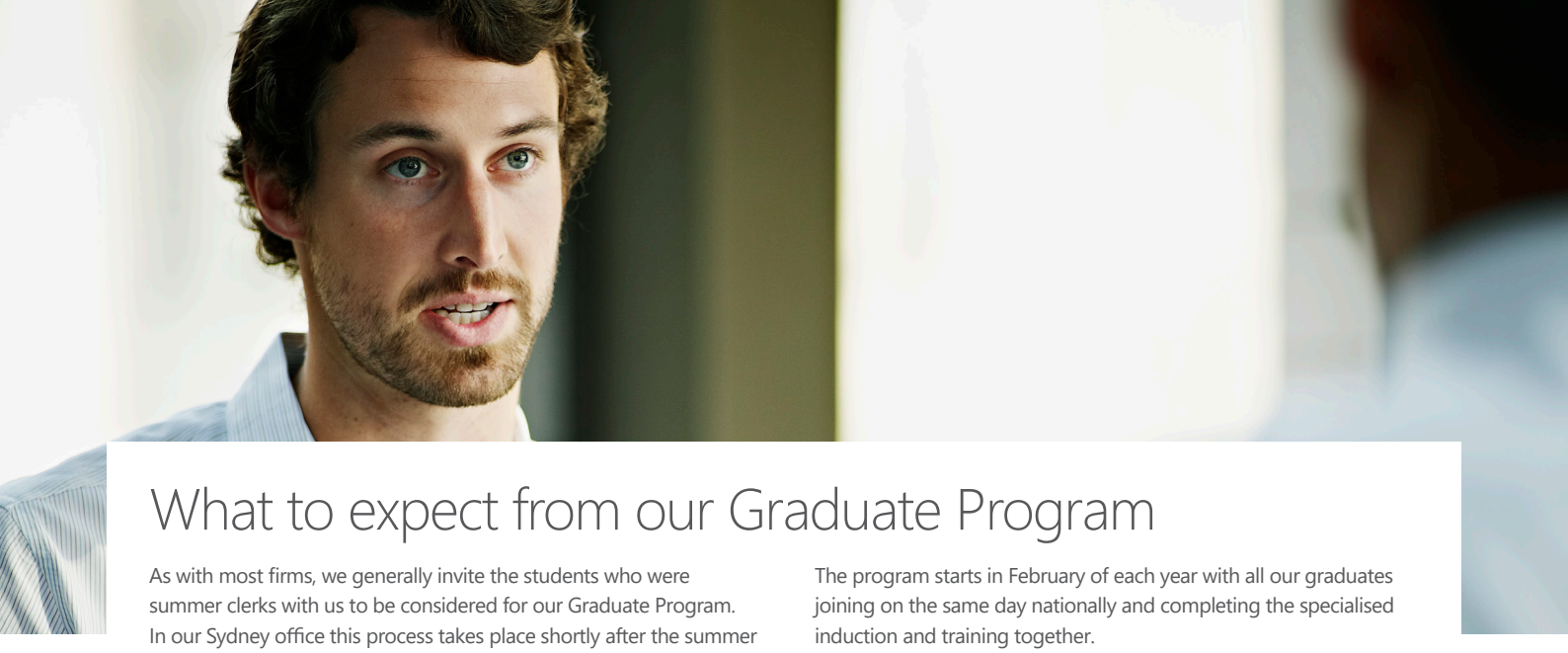
We also do a second round interview where you'll get to meet a further set of partners and senior lawyers. We know the clerkship process is long and you'll be forming opinions as you go along. This is your opportunity to hone your technique and ask us some of the new questions you've been thinking about since last time. Afterwards you'll to meet one of our graduates/lawyers who have been through the same process as you more recently.

You made it (sign on the dotted line)

Congratulations it's been a long journey so far! We will let you know mid-September if we'd like you to join our Clerkship Program in the Sydney office. All your hard work has lead up to this and now is the time to decide which firm is the best fit for you. The decision is yours and we hope you've developed a good knowledge of what makes our firm unique and can see yourselves in our team.

Welcome to McCullough Robertson

During your clerkship you'll rotate through some of our practice groups to get a feel for the type of work each team does. Before that we'll set you up with all the right tools to get you started at your new desk. Finally, our Sydney office has a really friendly culture and you'll get to know everyone, not just those in the groups you're clerking in.



What to expect from our Graduate Program

As with most firms, we generally invite the students who were summer clerks with us to be considered for our Graduate Program. In our Sydney office this process takes place shortly after the summer clerkship has finished.

The program starts in February of each year with all our graduates joining on the same day nationally and completing the specialised induction and training together.

February

Placement One

Nine months (preferences requested)

Becoming a qualified lawyer

Formal training:

- Practice Legal Training (funded)
- Includes nine study days
- Learning & development framework

Support network:

- Supervisor #1 (Partner)
- Supervisor #2 (Senior Associate)
- Graduate Buddy (Lawyer)
- Senior Buddy (Senior Associate)

August

Conversation about Placement Two

November

Completion of Practical Legal Training

Application to be admitted as a Lawyer (NSW)

November

Placement Two

Nine months (preferences requested)

Developing your legal skills

Work-based learning

- Move to a new team to gain further experience
- Focus on practical application
- More involved in client work

Support network:

- Supervisor #1 (Partner)
- Buddy (Lawyer)
- Provide support to new graduates of the firm

August

Congratulations!

Once you've successfully completed your Graduate Program, we will discuss with you opportunities to join a team permanently.

Write your career story with us

Emily Stone
LAWYER 2019
GRADUATE 2018
INTERN 2017

"Life at McCullough Robertson, so far has been nothing short of exciting – from being involved in large matters from day one, going on secondment during the internship program, to taking on a pro bono client as a graduate. McCullough Robertson empowers juniors by providing us with endless opportunities! From the get-go I was involved in large matters and treated as a valued member of the team.

From considering case law to attending the Supreme Court, each day uncovers new challenges and invaluable learning experiences. I work with likeminded people in an area that genuinely aligns with my interests. My team exudes diversity, balance and innovation.

My top tip: Focus less on what you were taught at Law School and more on your holistic approach to working as a member of a team in the legal industry.

You won't find another firm that is so fiercely-hardworking and down to earth at the same time. It's in our DNA!"

Our Clerkship Program gives you a realistic experience of what it's like to work at McCullough Robertson and is the start of the first chapter in your legal career.

Our Recruitment Team will focus on you having a positive experience during our clerkship process and will have transparent conversations with you along the way.

Thank you for your interest in our firm and whether you pursue a legal career with us, or one of our competitors, we wish you all the best on your journey.

Nicole Woodward
Head of Human Resources (Sydney)

Our Clerkship Recruitment Team

Nicole Watson
Human Resources Consultant
nwatson@mccullough.com.au

Danielle Miller
Recruitment Coordinator
dmiller@mccullough.com.au

Unlocking success. Together.

Visit **www.mccullough.com.au** for more information.

Lawyers McCullough Robertson