

2023 STUDENT RECRUIT

Tips & Testimonials

Introduction

Recruitment can be a stressful experience. It is also an exciting experience as it marks the next step on your career journey to becoming a lawyer. Our goal is to make sure that you have an excellent recruitment experience with our firm. We want to show you why we are great advocates, colleagues, mentors and teachers. We want you to experience our unique culture and walk away from your interviews with an excitement about our firm, an understanding of why we have consistently been ranked as the best litigation boutique in Canada and why being excellent at what we do is core to our values. During the recruitment process we want to learn about you, your accomplishments, your path to law and what makes you excited about advocacy. Our hope is that the tips and testimonials in this guide are a helpful tool for you as you embark on your recruitment journey.

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Tips



NATALIE ZINMAN

Director, Legal Recruitment & Development

On demonstrating your interest in advocacy...

First and foremost, we're looking for well-rounded law students – driven, resourceful, confident, enthusiastic and with demonstrated leadership in their previous experiences. We're also interested in hearing about your interest in and passion for advocacy and a career in litigation. We'd love to hear about your experience mooted – what were your learnings and how did you overcome obstacles? Tell us about the clinic work you've been involved in – what impact has it had on you thus far? Explain the research projects you've worked through – how have you developed those skills to date? If you don't have legal advocacy experience, tell us about when you've successfully advocated for a cause, a committee or in a previous professional experience. It's not about any one thing. We want to hear about the skills you have that will make you a future expert litigator!



BRENDAN MORRISON

Partner

On what name-anonymization means for your application...

All of our Equity, Diversity & Inclusion initiatives are designed with the principal objective of being more, not less inclusive. [Name-anonymization](#) is designed to interrupt unconscious bias before it happens so that reviewers can apply the lessons learned from our yearly recruitment and EDI training and focus on the parts about you that make you the best person for the job. Avoiding unconscious bias lets us evaluate our future lawyers on what is truly important. So tell us who you are in substance and what you are most proud of – we can't wait to get to know you, and we want to make sure we do it right!



ANDREA WHEELER

Partner

On helping us get to know you...

We know that the recruitment process can be stressful and challenging to navigate. We aim to help reduce some of that stress (through our various unique initiatives and resources) so that you can focus on what matters – helping us get to know you! We want to hear about your interests, hobbies and passion projects. Tell us about the teams, groups and organizations you belong to. We want to hire you. The whole you.



JENNA RUMEO

Associate

On writing a clear and effective cover letter...

A cover letter is a piece of written advocacy. Just like a factum, a cover letter should be brief, specific, and the best points should go first.



Make sure your application is polished, comprehensive and error free.



Do your research.
Know what you want out of the experience and where you want to be.



Be true to yourself and let your talents and uniqueness shine.



Consider your Wi-Fi connection and virtual background.

TIPS

A well-written cover letter will effectively answer two basic questions: “why do you think you’re a great candidate for the position?” and “why are you interested in the firm?”. Before you begin writing, create a point form outline response to these questions. This should make starting to write less daunting and if you eventually encounter writer’s block, you can go back to this list and re-orient yourself.

Your cover letter should also meaningfully expand on the experiences outlined in your resume. It’s tempting to address as many of your experiences as possible but a better strategy is to focus on telling the reader something new about a few experiences that are most impressive, unique, or simply your favourite to talk about.

Lastly, explaining your interest in the firm is still an opportunity to talk about yourself. Avoid flattering the firm and instead draw links between your experiences and interests with the firm’s work or student program.



VIVIAN HUA

Associate

On preparing for virtual interviews...

Keep a clean space. You are going to be interviewing from home. I spent a few minutes tidying my apartment before my interviews started. This helped me clear away any distractions in my workspace so that I could focus wholly on my interviewers. If you are worried about your interview space, consider using a virtual background!

Arrive on time. You may have been told that you should arrive 10-15 minutes before your interview and while that’s generally good advice, it doesn’t work as well for online interviews. You may accidentally join another candidate’s interview, or it may be distracting for the virtual meeting “host” to receive notifications from you joining early. Try to sign on a few minutes beforehand but not much earlier than that.

Keep notes. One of the differences in virtual interviewing is the ability to keep notes or have your resume accessible. I had a separate sheet with informative points about the firm and questions I wanted to hit during my interview. However, be careful not to read from or rely on your notes, that can suggest that you are not engaged in the discussion or that you’re potentially unprepared.

Don’t forget that it’s still an interview. You should still dress professionally and prepare as you would for any in-person interview. Do research on the firm and your interviewers. Go over your resume and cover letter. Think critically about what attracts you to the firm and what you’d be able to contribute professionally. Lastly, remember to keep a positive and friendly attitude.



KATRINA DODS

Associate

On taking the opportunity to learn more about the firms you’re interviewing with...

Remember that the interview process is also your opportunity to learn more about the firm and whether it is the right fit for you. Don’t get distracted by the buzzwords: rotations, culture, full-service or boutique, etc. Take a few days, step back from the law, and think about what would make you happy and fulfilled at any job. I was amazed at how much clarity this approach gave me. It helped guide questions I asked at interviews and was ultimately how I decided to come to Lenczner Slaght.



Manage expectations with others in your household so they respect your need to focus.



Conduct practice interviews – be comfortable with the format.



Be prepared to speak to anything on your resume.



Relax and recharge between interviews when you can.

Testimonials



SAHAR TALEBI

Associate

On choosing our firm for the hands-on experience...

As a student I realized that litigation is the kind of skill that you learn by doing. It would be nearly impossible to duplicate the intricacies of being in a real courtroom. In doing my research, I focused on where I felt I would receive the best training as a litigator. The caliber and variety of the work, the hands-on experience, and the fact that I would be learning from some of the leaders in the profession, were all factors that I considered in choosing Lenczner Slaght. Here, students get the resources and support of a big full-service firm, along with the opportunity to be a part of small matter teams, allowing them to cultivate their litigation skills early on.



JENNAH KHALED

Articling Student 2021/22

On the motivating and rewarding work at our firm...

Summer student tasks are substantive and meaningful, and there is no shortage of student work. You will learn a lot and quickly! Here were some assignments I had: I researched and helped write a factum for a motion at the commercial list and then virtually attended the hearing. I virtually attended witness preparation and examinations for discovery. Lawyers involved me in strategy discussions, and I helped with preparation of high volumes of discovery material. At such an early stage of your career, it is both motivating and rewarding to be given significant responsibility on tasks at all stages of the litigation cycle.



ANGELA HOU

Associate

On why it was important to see meaningful representation of women at our firm...

One of the reasons I chose Lenczner Slaght was that, during recruitment, I met a lot of women in leadership roles within the firm. The fact that women who had come before me had succeeded was a key consideration for me because that meant I too could succeed at Lenczner Slaght. In my summer, articling, and now associate experiences, I have continued to receive guidance and mentorship both formally and informally from the various female leaders. Lenczner Slaght values diversity of experience. I'm happy to be working at a firm where that kind of outlook is embedded in the cultural fabric of the organization.



AMY GOUDGE

Articling Student 2021/22

On our collegiality and commitment to working hard and having fun...

During OCIs and In-Firms, one of the biggest things that drew me to the firm was that everyone I met seemed really fun to be around. It was obvious that lawyers at Lenczner Slaght took their work seriously without taking themselves too seriously. The prospect of missing out on that environment was my biggest concern going into a virtual summer. But everyone made a concerted effort to make sure the students felt integrated, whether that was through virtual trivia nights or giving us significant responsibility on various files we were working on. Not only was support extended from lawyers, but Natalie Zinman and the Student Committee were incredibly astute in assembling a student group that would be collegial, non-competitive, and supportive. That's not something that you can necessarily sense during the recruitment process, but I can now see that Lenczner Slaght is intentional about replicating the collegiality that you see amongst their lawyers within the student group itself.



REBECCA JONES

Partner

On our commitment to mentorship...

Our students, associates and counsel represent the next generation of leaders in our firm. As partners and mentors, it is important to us that we provide them with the tools and opportunities that allow them to grow. Our focus is on helping them succeed by teaching, giving and receiving feedback, motivating, and listening. Overall, our approach to mentorship is holistic and both formal and informal. Every student and new associate is paired with a mentor who may share a common practice or personal interest, have an alumni connection, or perhaps have made a strong connection in the recruitment process. We also strongly believe that mentorship is a relationship, not a one-way engagement. We encourage our mentees to be active participants in the process.



CHRIS YUNG

Partner

On our open-door policy and culture of learning...

When students think of mentorship, they tend to focus on formal mentoring programs. Those programs are a mainstay of lawyer development, but it's also important to think about the role that informal mentorship can play. Informal mentorship is a product of a firm's culture and general receptiveness of everyone to spend that little bit of time to invest in each other's knowledge and skill base. I think our firm does a great job of promoting an open-door culture where we learn together, through our many educational sessions, our practice groups, or just talking about our cases over lunch. This helps everyone to discover that for any type of case, problem or situation, there's one (or several!) people at the firm who will be the perfect go-to for advice, or just to be a sounding board for new ideas.



SEAN LEWIS

Associate

On how our student program prepares you to be a lawyer...

What you do as a student and then as an associate evolves but doesn't actually change significantly which is a testament to how progressive our student program is.

At a high level, your role changes from being task-focused as a summer and articling student to being more file and client-focused as an associate. Given the short window of the summer, most student assignments are discrete tasks based on what assistance a file needs at that particular time (e.g., discovery prep, research and drafting, attending and supporting a trial or hearing, etc). Since articling is longer, you become more involved with different parts of a file. Then, as an associate, you take on the role of file manager charged with moving the file forward, including litigation strategy, communicating with counsel, preparing court materials, and conducting examinations for discovery.

Providing hands-on experience and giving students responsibility on a given file is important to our firm. This type of approach allows students to be well prepared for becoming an associate and gives a level of confidence to do the real lawyer work early on. That sense of confidence stays with you.



LINDSEY BOMBARDIER

Director, Marketing & Business Development

On our profile-raising opportunities for students and what lies ahead...

We continue to find ways for our students to engage in our marketing programs at the firm. Whether it's encouraging them to write a blog or profiling them on our social media accounts (see #LencznerSlaghtAtADistance), it's important to us that they have the opportunity to participate and benefit from our various profile building activities. In the coming years, we will continue to focus on industry-wide EDI initiatives and building a firm culture of innovation. That means, developing programs which aim to enhance the way we provide advice and advocacy to our clients and capitalizing on what has been gained while working from home.

About Us

Widely recognized as Canada's leading litigation practice, we represent clients' interests in some of the most complex, high-profile cases in Canada. We represent a diverse roster of clients, from leading multinational technology and pharmaceutical companies, to some of Canada's largest financial institutions, to professionals, executives, business owners and public figures. We also appear before all levels of the courts in Canada, arbitration panels, administrative bodies and regulatory tribunals. Every member of our firm is committed to ensuring that we deliver the highest quality of advocacy to our diverse group of private and public clients.

30

Years serving clients as
expert litigators

21

Years at the centre of
the Lexpert® Bull's-Eye,
Commercial Litigation
– Toronto

Band 1

Chambers Canada 2022
Dispute Resolution:
Ontario

"[Lenczner Slaght] has
a reputation as the best
litigation firm in Canada.
It has a team of strategic,
engaged and experienced
lawyers, from the most
junior to senior."

Chambers Canada

"The service we have
received [from Lenczner
Slaght] is top-notch. They are
the best we have worked with.
We retain world-class firms,
and we see Lenczner Slaght as
world-class."

Chambers Canada

"The firm made a real
commitment to advancing
people from all different
backgrounds. I was
pleased to see them give
opportunities to juniors that
really allowed them to grow."

Chambers Canada

WHAT DIFFERENTIATES US?

We're courtroom advocates, first and foremost. We know courts, and the courts know us. We quickly found our way through the challenges of the pandemic and are now working to help modernize the justice system.

We are committed to excellence – today and in the future – for ourselves and for our clients. We have a sophisticated and growing business team that includes professionals in several disciplines such as marketing, business development, client operations, pricing, knowledge management, recruitment, professional development, and strategic planning.

We are dedicated to promoting and advancing equity, diversity and inclusion in our workplace and in the legal profession. We have developed several award-winning initiatives, including resume anonymization in student recruitment to decrease barriers for diverse candidates and [ReferToHer™](#), a program aimed to balance the scales on referrals for female lawyers.

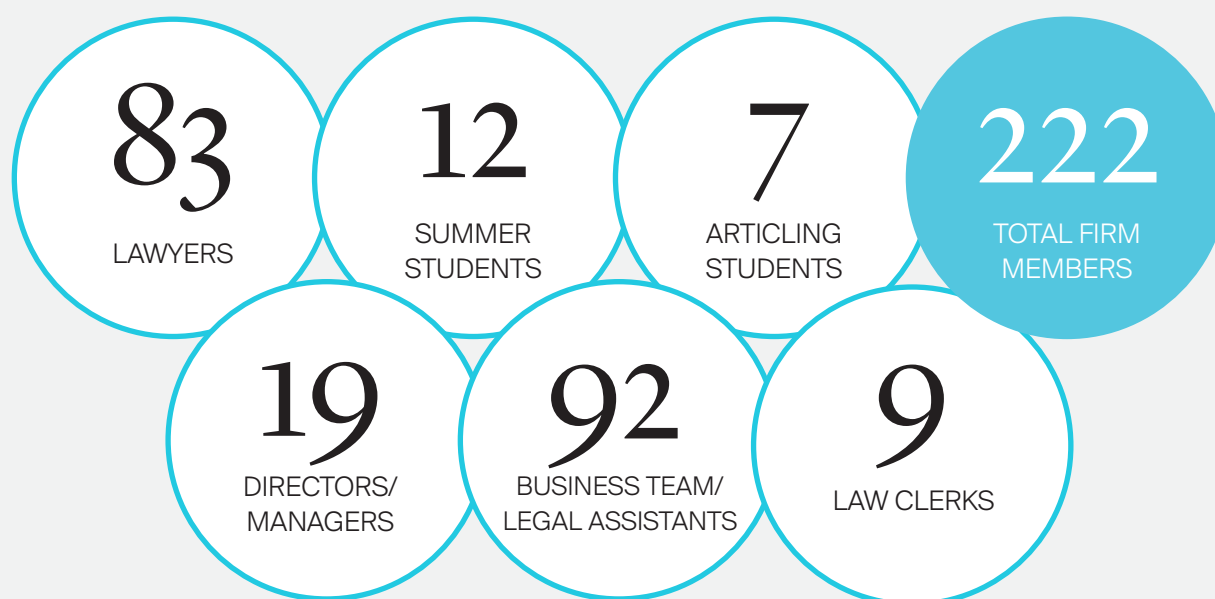
We also make continuous process improvement and innovation a key strategic priority. Learn more about our forward-thinking programs on www.litigate.com.

OUR INTERNAL PROGRAMS

Our students participate in numerous team building and learning and development opportunities throughout their time at the firm. This includes:

- **Lenczner Slaght Ignite™** – This is our best-in-class program that provides training and professional development to our lawyers, students, clerks, and business teams to ensure excellence in everything that we do.
- **Practice Points** – Twice per month, our lawyers, students, clerks, and business team members join together for breakfast to listen to firm members or special guests present on a case, sharing key litigation strategies and lessons learned.
- **Social Events** – With the goal of fostering collegiality and integration within the firm, our students participate in a slew of social events including, volleyball matches, BBQs, sailing, picnics, etc! During the pandemic, we pivoted quickly and hosted over 100+ virtual firm events including town halls, trivia nights, virtual yoga, wine tastings, cooking lessons, and more!
- **Litigation Lunches** – Twice per month, our lawyers, students, clerks, and directors get together to discuss work or other interests over lunch, a valuable and consistent opportunity to build and strengthen relationships.

OUR PEOPLE



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#WHERE THE BEST GET BETTER