

GRADUATE

PROGRAM



Recognised by the
Australian Association of
Graduate Employers



THIS IS WHERE IT ALL BEGINS

If you are ready to start your legal career at one of Australia's leading legal practices, you've come to the right place.

At Colin Biggers & Paisley, our law graduates are challenged with meaningful work from day one.

Our commitment to you is to provide the best possible legal and business framework - and the opportunity to work with legal experts who will mentor, support and encourage you throughout your legal career so that you will thrive as a lawyer in today's competitive market.

If you want to make the most out of your legal career and start working with some of Australia's best lawyers, we invite you to apply to our graduate program.

YOUR FUTURE STARTS NOW

At Colin Biggers & Paisley, we're here to make a difference. We are a unique legal practice and we believe in what we do. This applies to the solutions we create for our clients, the contribution we make to our communities and the careers we build for our people.

Applying for a graduate position at Colin Biggers & Paisley is the start of a legal career that's destined to go places. Over the past five years we have more than doubled in size. We have around 500 employees, offices in Brisbane, Melbourne and Sydney, and a record of excellence that is second to none. We have built a dynamic culture of innovation, opportunity and work life balance.

We're proud of our culture. When you join us as a law graduate, you'll be supported by colleagues at all levels and encouraged to grow within the practice. We work hard for our clients. But we also make sure our people have everything they need to relax, recharge and have fun.

Our values



Balance

Emphasis on achieving work/life balance



Respect

Equality and respect for all; we are considerate of each other's views and opinions



Loyalty

Support for our people; we recognise and reward our people for their commitment and longevity



Integrity

Adhere to moral and ethical principles; we do the right thing in all circumstances

WHAT WE'RE LOOKING FOR IN A GRADUATE

Our focus isn't just on people with strong university marks. We're looking for people who are as ambitious as they are responsible; who want to be challenged and supported in their journey to becoming a lawyer.

We want law graduates:



who are authentic and genuine



who want to be a part of the unique culture that Colin Biggers & Paisley has to offer



who aspire to make a difference, and who want to contribute to the community through the Colin Biggers & Paisley Foundation

Our graduate program



we offer a 15 month graduate program with rotations so you can explore different practice areas and uncover your passion for a preferred area of law



we have 12 groups that you can be a part of. During this time you'll work closely with all levels of our practice - from solicitors to partners - and are given the chance to make an impact from day one



our program is full of complex and interesting work, opportunities for growth, and the chance to launch your legal career with one of Australia's leading legal practices

WHY COLIN BIGGERS & PAISLEY?

Choosing which legal practice to join is a big decision. Here, you'll find a legal practice that is at the very forefront of the law. You'll also see a diverse group of people who are passionate about the law and who enjoy working together.

We foster talent and encourage growth

We understand that delivering great results for our clients depends on having great people. In addition to tuition reimbursement for approved work-related courses, we offer up to five days study/exam leave per academic year and amazing opportunities for both career progression and personal growth.

We work smart and play hard

We believe in a workplace that inspires our people. Our offices in Brisbane, Melbourne and Sydney CBD locations encourage creativity, collaboration and productivity.

We understand the importance of building and maintaining relationships with our colleagues, and we like to have fun doing so. Whether it's relaxing with a drink on a Friday night, joining our all-star netball team or enjoying a complimentary massage, Colin Biggers & Paisley offers a suite of unique employee benefits.



WHY COLIN **BIGGERS & PAISLEY?**

Our goal is to create a company as diverse as the world around us

We believe in equality and provide all employees with opportunities to build and advance their careers in a way that is meaningful and fair. Our core values of balance, respect, loyalty and integrity underpin everything we do. We foster a diverse culture that's inclusive of everyone, regardless of race, religion, ability, gender or sexuality.

Our people reflect the variety of backgrounds that characterise the Australian population. We believe new ideas stem from diverse perspectives. It's these differences that help us acquire and retain top talent, build the best teams for our clients and deliver service of the highest calibre.



61%
of our employees
are women



60%
of all employees have
flexible working
arrangements



58%
of our employees are
millennials (born between
1977-1995)



40
different languages are
spoken by our employees

INCLUSION AND DIVERSITY

Colin Biggers & Paisley is committed to gender diversity; and inclusion and diversity more broadly. We believe in providing a workplace where all people have equal opportunity and can thrive in their careers and most importantly their lives. Our Inclusion and Diversity Strategy has a focus on Gender and Flexibility; LGBTI; Culture and Religion; People with Disabilities; and Age and Generation.

We have partnered with a number of leading organisations to assist us on our Inclusion and Diversity journey:

- Diversity Council Australia
- Pride in Diversity
- CareerTrackers Indigenous Internship Program
- Australian Network on Disability
- JobSupport - achieving employment for people with an intellectual disability
- Parents at Work - creating a family friendly future



THE COLIN BIGGERS & **PAISLEY FOUNDATION**



Nothing motivates lawyers more than the ability to make an impact - on the law, legal systems and people's lives. Making an impact is at the very core of why we do what we do. We have the ability to help disenfranchised and disadvantaged people in our community.



50

pro bono hours per lawyer
each year



2

volunteering days
each year

We don't just recognise our role as a corporate citizen, we put words into actions

The Colin Biggers & Paisley Foundation brings together our entire community offering and is comprised of three streams - pro bono legal services, volunteering and charitable contributions.

To ensure maximum impact, the core strategy of our Foundation is to promote and protect the rights of women and children and Aboriginal and Torres Strait Islander peoples.

We use our skills and our expertise to help address unmet legal need and to provide resources and opportunities for the benefit of communities. We work with individuals and not-for-profit organisations that work on behalf of low income or disadvantaged members of the community.

For more information, please visit:
cbpfoundation.com.au





JOIN **OUR TEAM**

Our recruitment process is designed to give you the opportunity to learn more about our practice, our people, and what makes us unlike any other legal practice in Australia.

It is a chance to give you an insight into our culture, meet some of our people and to decide whether we're the right fit for you.

If you are thinking of joining Colin Biggers & Paisley, visit:

cbp.com.au/careers/graduates

MEET OUR PEOPLE



“ *The opportunities you are given and the people you work with is what makes Colin Biggers & Paisley special.* ”

Douglas Prime

**PARALEGAL, 2017 | GRADUATE, 2018 |
SOLICITOR, 2019**

ABOUT ME

I completed a Bachelor of Arts/Bachelor of Laws at the University of Sydney and began working as a Paralegal at Colin Biggers & Paisley in May 2017. My first rotation in the Graduate Program, was with the Corporate and Dispute Resolution practice group.

LIFE AS A GRADUATE - WHAT YOU SHOULD EXPECT IN THE GRADUATE PROGRAM

Starting the day

I usually get into the office at around 8.30 am, touching base with the junior solicitor and senior associate in the Employment and Safety team. The diverse nature of the Corporate and Dispute Resolution practice, extending over a number of practice areas, provides a wealth of experience and exposure for someone at my level and means that no two days are the same.

Morning routine...

My morning is fast paced as I begin prioritising my tasks for the day. I find the mornings when I am able to attend court the most enjoyable as it gives me an opportunity to work with a number of very skilled litigators on some very interesting matters. It is only my first rotation and I have already had an array of invaluable court experience, ranging from class action proceedings arising from the liquidation of a major retailer to hearings in the Court of Appeal or employment disputes in the Federal Court.

The morning a senior associate asked me to do my first ever court appearance still remains the most memorable; a simple, yet daunting task.

After returning from court, I dive straight back into other matters and cases with my team. During my first rotation, I have been assisting the Colin Biggers & Paisley Foundation to provide pro bono advice to a number of organisations in the not-for-profit sector on their obligations under the Commonwealth Electoral Act 1918 (Cth).

Lunch time!

It is around lunch time that I usually head out to the gym. Fortunately, there is a gym conveniently located in our building. Colin Biggers & Paisley definitely has a culture that encourages its people to get out and have a break; no one is chained to their desk. There is nearly always social sport happening, be it a touch footy or soccer competition, and you'll often see people running off to these at this time.

Afternoons as a graduate

In the afternoon, I have learnt to expect the unexpected! I often find myself working on research tasks or urgent court documents that need to be filed. Recently, I received a call from a partner in Brisbane to prepare an advice that required me to cover a range of statutory and common law duties applicable to our client. The trust that the partner ultimately had in me to turn the advice around in such a short time frame was encouraging and is a testament to the supportive culture at Colin Biggers & Paisley.

The day really doesn't end when the work is done. I often get the opportunity to attend an event or function - be it a young professionals wine-tasting hosted by one of our clients, a photo exhibition organised by the Marrickville Legal Centre at our office, or a dinner with the other graduates in the program.

What is it like to work at Colin Biggers & Paisley?

I was instantly struck by the Colin Biggers & Paisley culture, finding authenticity and a strong work ethic underpin the actions of everyone here. The opportunities you are given and the people you work with is what makes Colin Biggers & Paisley special. Everyone is highly supportive and I have found that my work is always noticed and appreciated. As a graduate, I have faced challenges and been handed responsibilities that allow me to develop and become a better lawyer every day. The Graduate Program has given me such a terrific start to my legal career.

MEET OUR PEOPLE



“ *As I tried to envisage a career for myself in the law, I drew inspiration from the incredible women at all levels who I was able to work with during my graduate rotations. These women served as examples to me and have shaped my career, my vision and my enthusiasm immeasurably.* ”

Olivia Boyages

GRADUATE, 2018 | SOLICITOR, 2019

I joined the Colin Biggers & Paisley Graduate Program a year ago. I have now began my permanent position as a Solicitor in the Insurance team.

The nature of the work is a big part of what I enjoy about Colin Biggers & Paisley, but the teams and the people are what I appreciate the most. I have enjoyed working collaboratively across all my rotations, with approachable, encouraging and supportive managers and leaders. The work has been challenging and interesting, and I have been afforded the opportunity to work closely with several teams and learn from their wealth of experience.

In my view, Colin Biggers & Paisley's workplace culture is what sets it apart from other legal practices. Instead of a culture of presenteeism, excessive hours or unmanageable workloads, there is a culture of balance and strong leadership. There is no expectation that your work is all consuming, leaving time and space for a life beyond the office. Particularly as a graduate, I have appreciated the level of support, supervision and training from managers and leaders.

As a young graduate at the outset of my career, the variety and opportunity of the graduate program was invaluable. The program allowed me to rotate through various teams, try my hand at a range of different areas of law and ultimately decide which was for me. The program gave me the opportunity to work with different teams, building my adaptability and teamwork skills. But, what was most important for me in this formative time beyond university, was the role models I found along the way. As a young graduate, I found myself searching for someone to emulate. As I tried to envisage a career for myself in the law, I drew inspiration from the incredible women at all levels who I was able to work with during my graduate rotations. These women served as examples to me and have shaped my career, my vision and my enthusiasm immeasurably.

One of the things I love about Colin Biggers & Paisley is our Foundation and I enjoy being involved in its initiatives. I volunteer for the Marrickville Legal Centre Youth Advice Line, and assist with several pro

bono Women's Legal Service matters, both of which allow me to provide valuable legal assistance to women and young people in need. I am also involved in several pro bono matters through the Arts Law Centre providing legal advice and support to Indigenous artists. In 2018 I was involved in the Artists in the Black Challenge, a trek covering more than 50 km through the Northern Territory and raising \$40,000 for the Arts Law Centre. This was truly an incredible opportunity to learn about Aboriginal culture, land and communities.





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