

# FASKEN

## Recruitment Tips From Our Students

- Career Days and similar events are a great opportunity for initial exposure to firms and their lawyers... take them seriously. The law firms try to make it easy for you to get a job... take advantage of the opportunities. It may seem silly – how much can you learn and can they learn about you in 20 minutes; but these people have been recruiting for a long time and know what they're looking for.
- Take the time to research the firms you will be interviewing with. This will benefit you in the interview by making you more comfortable and will help to develop any questions you may wish to ask.
- If possible, become familiar with your interviewers in advance. Check out the website for photos and profiles. This will help you to form some icebreaker comments for the start of your interview. Use caution however, as sometimes last minute substitutes step in.
- Try to ensure that you do not schedule too many interviews in a day. You should take breaks in between to relax – be selective. However, keep enough interviews that you have choices, some firms may surprise you...there's a lot more to know about a place than what is on the website.
- Students who have worked at the firm are an invaluable resource. Talk to them. Find out how much responsibility they were given and how they were treated.
- People the firm has hired in the past are a good indication of the firm's atmosphere. Where do the people you get along best with work?
- Familiarize yourself with your own résumé and prepare some "speaking points" for some of your interesting experiences.
- Expect the question, "What would you like to know about our firm?" Don't respond with "nothing, I pretty well know everything". Even if you know the answer to all your questions it is better to ask and demonstrate interest rather than asking nothing, which could be construed as a lack of interest or preparation.
- Be proactive with your interview. Don't just expect to answer questions, be prepared to ask the interviewers about their practices, or any other issue in which you have an interest.
- Go to the events after the formal interviews are over if you are fortunate enough to be invited – it gives you another chance to make a favourable impression and get a feel for the firm.
- In some interviews the student may find that they did not talk about themselves at all. This may be disconcerting to students, as they may come out of the interview feeling they did not do a good job of describing their interests/attributes. Be reassured that it is common to have that feeling and don't feel pressured to give lots of information about yourself, but rather just be yourself. Plus, there is so much variability between interviewing techniques that it is hard to gauge at all how the interview went.
- Don't think of yourself as having any less chance of being hired than anyone else for any reason (being on an alternate list, being from a different school, having lesser grades, etc.). You wouldn't have an interview if the firm were not interested.
- Relax and be yourself. It sounds clichéd, but if you fake being someone you're not, the firm will expect that person. You want to be at a firm that likes the "real you".
- Enjoy yourself. It is fun to meet all these firms and different people. Go out and do something fun/relaxing at the end of the day instead of rehashing!