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IBA LAW STUDENTS'

Careers Bulletin

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A conference presented by the IBA Law Students' Committee
and the European Law Students' Association (ELSA)



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International Human Rights Law

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This newsletter is intended to provide general information regarding recent developments affecting law students career opportunities and recruitment. The views expressed are not necessarily those of the International Bar Association.

Welcome to the Careers Bulletin

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The year began with several world events expected to have far-reaching implications: the initiation of Brexit, the renminbi depreciation, and the new political landscape following recent presidential ascension in the United States and South Korea are but some of the events that will introduce new challenges. But challenges are bound to inspire opportunities. As business sectors undergo rapid changes, no doubt the prepared, adaptive minds who are diligent in exploring these opportunities are rewarded.

In light of these recent changes, the IBA Students' Committee's editorial team once again saw the opportunity to dedicate an entire publication to careers advice and internship opportunities around the globe. In this edition, we begin with a collection of articles exploring the opportunities in various specialised areas including energy law and banking law in jurisdictions such as Nigeria and Canada, and more generally the Asia region.

Not forgetting the bulletin's tradition in offering career advice, our second article will hopefully remind our readers just how

important it is to know people and leave a lasting impression on others. Itzik Amiel, Attorney-at-law and author of *The Attention Switch*, recalls how he began as a young practitioner and shares ten solid tips on how to develop your network.

Of course, securing internships and work experience opportunities are just as important in landing your dream legal job. Getting a foot-in-the-door in legal areas which require specialist knowledge such as international trade law certainly can be difficult without prior internship experience. Our third article introduces Phillip and Maria and their experience interning at the World Trade Organisation (WTO).

Finally, we turn our attention to arbitration, an area of law that is gathering attraction in Asia as the preferred method of dispute resolution for transnational transactions. We explore how important it is to take a leap of faith as Mark, who until recently had limited exposure to arbitration, was able to secure an internship at the Korea Commercial Arbitration Board of South Korea and reap the benefits he deserved.

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eyeWitness mobile app captures verifiable images to aid accountability for human rights atrocities

In 2015 the **International Bar Association (IBA)**, with support from **LexisNexis Legal & Professional**, launched the **eyeWitness to Atrocities app** – a new tool for documenting and reporting human rights atrocities in a secure and verifiable way. The material gathered can be used as evidence to bring perpetrators of international atrocity crimes to justice.

Every day, around the world, human rights defenders, investigators, journalists and ordinary citizens capture photos and video of atrocities committed by violent and oppressive states and groups. eyeWitness provides these individuals with a tool to increase the impact of the footage they collect by ensuring the images can be authenticated and, therefore, used in investigations or trials.

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The eyeWitness to Atrocities app is available to download for free on all Android smartphones. For more information, visit www.eyewitnessproject.org

Legal services markets: insights from student editors

In this edition, the editorial team of the Career Bulletin share their insights on the legal job market in their own jurisdictions, giving readers a perspective of aspects of the legal industry and opportunities outside the United States and the United Kingdom.

Asia

The different multilateral developments in commerce in Asia triggering demand for domestic and international legal services – the ‘Belt and Road Initiative’, the Trans-Pacific Partnership, and the ASEAN Community, to name but a few – are surely a cause for excitement and opportunity for future legal practitioners. Demand should continue to expand in the coming years: the World Bank has stated that growth in the Association of South East Asian Nations (ASEAN) region and other developing countries in East Asia and Pacific will be resilient.¹ Many observers of the global legal profession consider that, in the near future, Asia will become one of the most important legal markets in the world.²

Legal market liberalisation

While legal services in Asia remain restrictively regulated, key jurisdictions in Asia are beginning to liberalise the legal market.

In the Republic of Korea (‘South Korea’), the European Union-South Korea Free Trade Agreement was signed in 2011 and ‘foreign’ firms were allowed to fee-share with local firms in 2013. The third and latest phase of legal market liberalisation in South Korea will allow non-South Korean law firms to employ local lawyers and establish joint ventures with local firms,³ with Korean and European law firms being able to form joint ventures from July 2016 and Korean and US law firms being able to do so from March 2017.

In contrast, other key jurisdictions such as Hong Kong and Singapore have long established their presence as dominant economies with a tradition of welcoming

legal practitioners from abroad. This is due largely to their British colonial heritage and ties to the English legal system, as a result of which they have always been relatively accommodating to lawyers and law firms from other jurisdictions. Lawyers qualified elsewhere and entering Singapore and Hong Kong for employment opportunities may practise, for example, in most permitted service areas such as financial services, corporate and capital markets, mergers and acquisitions, and international trade, provided any domestic restrictions imposed by their respective Law Societies are observed.⁴

To the rest of the world Singapore serves as the financial centre for Southeast Asia and India, while Hong Kong caters for the majority of foreign direct investments to and from the People’s Republic of China (‘China’).⁵ As the number of international and cross-border transactions continues to increase in these jurisdictions, so should worldwide demand for commercial solutions, namely, arbitration and more streamlined legal services.

Growth of commercial arbitration in Asia

Singapore currently takes the lead as the principal arbitration hub in Asia.⁶ It now has a triad of available procedures for settling international disputes with the launch of the Singapore International Commercial Court (‘SICC’), complementing Singapore International Arbitration Centre (‘SIAC’) and Singapore International Mediation Centre (‘SIMC’). According to the International Chamber of Commerce, Singapore was Asia’s the number one seat of ICC Arbitration and

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the fourth most preferred seat of arbitration in the world.⁷

SIAC, on its 25th anniversary in 2016, registered the highest ever number of cases filed (343), the highest ever number of administered cases (307), the highest total sum in a dispute for new cases (US\$11.85bn) in history, and the highest sum in dispute for a single administered case (US\$3.47bn).⁸

The Chinese and Hong Kong markets – each with a high demand for commercial arbitration – must also be given due consideration. Historically, Hong Kong has been a favoured jurisdiction for arbitration due to its cultural heritage and strategic location. A joint survey in 2015 undertaken by Queen Mary University of London and White & Case International Arbitration placed the Hong Kong International Arbitration Centre ('HKIAC') as the most preferred arbitration institute outside Europe, the third best arbitration institute worldwide, and the world's most improved arbitration institute over the five preceding years.⁹ Similarly, in China, the China International Economic and Trade Arbitration Commission ('CIETAC') reported that in 2015 it had processed a total of 1968 cases, with more than 20 per cent of such cases classed as 'foreign-related'.¹⁰ These statistics alone demonstrate that both lawyers foreign and local to Asia may capitalise on the demand for practitioners in international commercial arbitration.

Aside from the aforementioned major financial cities in Asia, generally there is less demand for 'foreign' legal professionals

in other jurisdictions and as a result fewer regulations favouring the liberalisation of the legal market. However, this may change in the near future, particularly for jurisdictions in the ASEAN region, as the recently launched ASEAN Economic Community promises an economic cooperation that offers free movement of professionals in the region. This initiative may take time to be realised, however, while most ASEAN members continue to have restrictive legal practise regulations and remain in the initial stages of liberalising their economies.

Technology in legal services

The practice of Legal Process Outsourcing ('LPO') – where law firms outsource support services to another law firm or an offshore office – has gained ground both in India and the Philippines. A considerable percentage of LPO businesses in India and the Philippines originate from law firms in the US and the UK.¹¹ The global market for LPO was estimated to be USD 1,08m in 2012, and is expected to reach USD 8,568.5m by 2020, increasing at a compound annual growth rate of 29.6 per cent from 2014 to 2020.¹²

The Philippines has positioned itself as the leading offshore office location for LPO business, because of its comparable legal system and the availability of an English-speaking and educated work force. This is particularly attractive to law firms from English-speaking countries, such as the US and the UK.



Photo credit: Manu Cornet, www.flickr.com/photos/manucornet/6912025623

Opportunities in China?

As one of the largest economies of Asia, both in terms of landmass and GDP (reported by the World Bank to be at \$11.065tn USD in 2015),¹³ China is a promising and potentially lucrative jurisdiction for lawyers entering Asia for business. Its large economy and consumer market is one reason why many businesses from abroad seek to enter the Chinese market. This is evident from the sheer number of multinational law firms with offices in Shanghai and Beijing in order to better service their clients.

Fa Yun (Walter) Chen, a senior partner of Grandall Law Firm based at their Nanjing office, and an expert in arbitration and international trade and investment law, notes that Shanghai and Beijing are not the only commercial capitals in demand for legal services when it comes to cross-border investments or other business opportunities.¹⁴ According to Walter, the Jiangsu Province is flourishing and set to rival other commercial districts in China which industrialised at a much earlier stage, such as Shanghai and Guangzhou. Of the cities within the Yangtze River Delta Economic Zone, Walter believes Chinese businesses in the Jiangsu province have one of the highest commercial demands for legal support in overseas investment, but the supply of lawyers who are experienced in cross-border transactions is disproportionately lacking.¹⁵ Hence, there may be many more opportunities in China waiting to be capitalised upon. For many law graduates or newly qualified lawyers – and especially those fluent in business Mandarin China and in English (the legal profession sadly lacks those technically proficient in both) – China offers a potentially rewarding opportunity.

Notes

- 1 World Bank Group, 'Growing Challenges: World Bank East Asia and Pacific Economic Update' (World Bank Group 2016) <https://openknowledge.worldbank.org/bitstream/handle/10986/24015/9781464809064.pdf>, accessed 29 June 2016.
- 2 John Grimley, 'A Comprehensive Guide to Asia-Pacific Legal Markets' (Ark Group 2014) http://www.managingpartner.com/sites/default/files/A%20Comprehensive%20Guide%20to%20the%20Asia-Pacific%20Legal%20Markets_Part%20Report.pdf, accessed 27 June 2016.
- 3 Chloe Smith, 'South Korea legal liberalisation move' (*The Law Society Gazette*, 2015) www.lawgazette.co.uk/law/south-korea-legal-liberalisation-move/5048607.article, accessed 22 September 2016.
- 4 For full admission, registration and practise limitations in Hong Kong, see: The Law Society of Hong Kong, Admission & Registration: Foreign & Overseas Lawyers (2016) www.hklawsoc.org.hk/pub_e/admission/oversea.asp, accessed 13 August 2016. See also Singapore's foreign practise requirements: Ministry of Law Singapore, Alternatives for Working in the Legal Field in Singapore (2016) www.mlaw.gov.sg/content/minlaw/en/practising-as-a-lawyer/alternatives-for-working-in-the-legal-field-in-singapore.html, accessed 13 August 2016.
- 5 John Grimley, 'For foreign law firms expanding in Asia – Hong Kong or Singapore?' (Asia Law Portal, 19 May 2015) www.asialawportal.com/2015/05/19/for-foreign-law-firms-expanding-in-asia-hong-kong-or-singapore/, accessed 10 July 2016.
- 6 International Chamber of Commerce, ICC report confirms Singapore as a leading Asia arbitration hub (ICC, 6 June 2016), www.iccwbo.org/News/Articles/2016/ICC-report-confirms-Singapore-as-a-leading-Asia-arbitration-hub/, accessed 13 August 2016.
- 7 International Chamber of Commerce, *ICC report confirms Singapore as a leading Asia arbitration hub*, <https://iccwbo.org/media-wall/news-speeches/icc-report-confirms-singapore-as-a-leading-asia-arbitration-hub/>, accessed 26 April 2017.
- 8 Singapore International Arbitration Centre, *Annual Report in 2016* (SIAC, 2016), www.siac.org.sg/images/stories/articles/annual_report/SIAC_AR_2016_24pp_WEBVersion.pdf, accessed 26 June 2016.
- 9 Paulo Fohlin 'Getting the Deal Through: Arbitration 2016' (12 February 2016) <https://gettingthedealthrough.com/area/3/article/28936/hkiac/>, accessed 22 September 2016.
- 10 China International Economic and Trade Arbitration Commission, Statistics - CIETAC annual caseload www.cietac.org/index.php?m=Page&a=index&id=40&l=en, accessed 17 April 2017.
- 11 *Ibid.*
- 12 Grand View Research, 'Legal Process Outsourcing Market Analysis By Location (Offshore Outsourcing, On-shore Outsourcing), By Service (Review & Management, Compliance Assistance, e-Discovery, Litigation Support, Patent Support) And Segment Forecasts, 2014 to 2020' (April Report 2014) www.grandviewresearch.com/industry-analysis/legal-process-outsourcing-lpo-market, accessed on 10 July 2010.
- 13 The World Bank 'China GDP (current US\$)' <http://data.worldbank.org/country/china>, accessed 26 April 2017.
- 14 Vito Pun, Interview with Walter Chen Fa Yun, Senior Partner, Grandall Law Firm, Nanjing Office (Jiangsu, 14 August 2016).
- 15 *Ibid.*

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Nigeria: career prospects in banking law

The Nigerian legal profession is structured so that lawyers may perform the work of both barristers and solicitors. In Nigeria, the professional bar exam is only required to practise as a litigator and it is not required if you intend to work as ‘in-house’ counsel. Students in Nigeria are likely therefore to gain practical experience and real responsibility in legal matters at a much earlier stage in their careers.

Banking law and practice in Nigeria

Regardless of what stage you are in your studies, it is necessary to consider your future employment and how to build a career in your chosen area of interest and specialisation.

For banking law and practice in Nigeria¹ it is first essential to have a firm understanding of banking in the context of the legal services industry and the prevailing economic climate. Secondly, an appreciation of the competitive job market is required. These two considerations were some of the insights offered by Dr Oladapo Olanipekun, Senior Advocate of Nigeria and partner at the leading Nigerian litigation firm, Wole Olanipekun & Co, to those building or aiming to build a career in banking law and practice in Nigeria.



Image of the Lagos, Nigeria skyline uploaded by Wikipedia:
https://upload.wikimedia.org/wikipedia/commons/c/ca/Lagos_Island.jpg

Are there opportunities for young foreign practitioners in Nigerian banking law?

While acknowledging that career prospects abound for young lawyers in banking law and practice, Olanipekun stated that:

‘Banking law practice continues to evolve but has over time been the dominant aspect of commercial law practice in Nigeria. Career prospects for young lawyers in Nigerian banking law practice include traditional law practice (dispute resolution, transactions and advisory work), regulatory and compliance, consumer protection and in-house legal departments. Prospects exist also in the academia and government policy formulation and advisory bodies.’²

Unlike major financial markets like the United States or the United Kingdom, there are few specialised areas of banking law practice in Nigerian litigation.³ Consequently, lawyers focus on diverse but inter-related areas of commercial and/or corporate law that sometimes cut across banking law practice. Litigation lawyers in banking law therefore require a panoramic perspective on other related areas in order to thrive. Conversely, there is evident specialisation in in-house practice, which is predicated on financial instruments,⁴ and economic policies or circumstances.

The second wave of the financial crisis in 2008, which adversely affected the Nigerian banking sector, revealed the need for increased industry speciality to ensure compliance and cooperation between regulatory bodies.⁵ This created opportunities for both young and foreign lawyers to get into the system. The need for increased specialisation in banking law practice again resonated in 2015, when an exchange rate crisis in Nigeria and the reactionary response of the Central Bank of Nigeria (‘CBN’) resulted in frequent and conflicting monetary policies.⁶ One of the CBN circulars, which warranted the implementation of the Treasury Single Account policy,⁷ caused banks to wrestle to comply with the Basel Committee on Banking Supervision III requirements⁸ on having a stable deposit base. Existing young or foreign lawyers would have had to undergo additional training to keep up with those changes, but most importantly, the prospects for new lawyers in Nigerian banking law practice thus has improved.

Understanding the job market for banking law practice

In his seminal work on economic principles, Carl Menger opines that, ‘all things are subject to the law of cause and effect’.⁹ This is reflected in legal services in banking law which are usually procyclical. As such, there are booms and busts according to the movement of the economy. What becomes evident is that reforms, recessions or regulatory interventions warrant greater spending on the services of lawyers who walk clients through the murky waters of the application process. Thus, for instance, the adoption of prudential guidelines in the banking sector of Nigeria on the heels of the economic and financial crisis gave rise to a greater consciousness among banks and led to a robust ripple effect on banking law practice.¹⁰ Similarly, regulatory interventions have created banking-related work in recent years. New regulations and the associated compliance needs of banks therefore tend to create greater demand for banking law practice.

However, the ‘ripple effect’ principle is not always applicable due to the non-specialist nature of banking law and practice in Nigerian litigation. Placements in Nigerian law firms are not necessarily restricted to one practice area, with the exception of some specialist corporate/commercial law firms where hiring is informed by practice groups. Whether or not you have a choice in moving to another practice group is a question of internal policy and timing - students seeking a career in banking law in Nigeria should first research the legal landscape to determine the extent and scope of the specialised training available within each firm.

Is the Nigerian banking industry ready for young or foreign lawyers?

Affirming the banking industry’s readiness for young lawyers, Olanipekun asserts that: *‘The industry has changed significantly over the past decade. This is due partly to the advent of globalisation in the banking sector. The traditional lines that previously demarcated the core banking sector from other financial services have been blurred significantly with the emergence of conglomerates as the preferred or stipulated corporate structure. Major advances in technology have also been witnessed in this period. These three factors combine to alter the way banking products and services are now offered and delivered. Invariably, regulation and law must keep pace with these changes. Since these changes were triggered and are better understood by young people, this is the*

best time and opportunity for young lawyers in the industry. Most young lawyers were and are being trained at the time of these changes, so that their education factors in the dynamics of the present state of the sector. The education of older lawyers, except those who have been adequately re-trained, is now largely obsolete. This is also arguable for their experience, since the market has taken on a new face altogether. The changes have resulted in a less-disproportionate opportunity-field between old and young lawyers.’¹¹

Weathering the storm

Regardless of jurisdiction, it is necessary to improve skills and boost your employability to thrive in a competitive job market. This can of course be done by interning or volunteering your services in law firms, financial institutions, financial service providers, or consultancy firms. However, everything helps: study to ensure you get good grades; undertake specialist/professional courses in areas such as securities law or finance in general; attend conferences and build your business network; submit papers for publication and engage in public presentations at various conferences. These activities give you the opportunity to extend your network, and more importantly, to gain the valuable experience and skills required to execute complex legal tasks once hired.

Notes

- 1 Banking law and practice involves both civil litigation and corporate/commercial law practice in law firms as well as ‘in-house’ practice settings.
- 2 Nkechikwu Nkeiruka Azinge, interview with Dr Oladapo Olanipekun (SAN), Partner, Wole Olanipekun & Co, (Online, 22 July 2016).
- 3 NB. In addition to international law firms with offices in Nigeria, there are also a few corporate/commercial law firms, such as Details Solicitors, Aluko and Oyeboode, Templers, Aelex etc., with specialised divisions in banking law and practice. The divisions inherent in these firms enable associates to share knowledge and exchange ideas while working on complex cases that cut across various areas of banking law and practice.
- 4 There are diverse areas of specialisation based on instruments such as bonds, loans, securities, etc.
- 5 Sanusi L Sanusi, ‘Global Financial Meltdown and the Reforms in the Nigerian Banking Sector’ (2010) CBN Journal of Applied Statistics, Vol 2, No 1. Sanusi L Sanusi, ‘Banking Reform and the Impact on the Nigerian Economy’ (2012) < www.cbn.gov.ng/OUT/SPEECHES/2012/GOV_WARWICK_150211.PDF, accessed 23 July 2016.
- 6 Eremosele Abiodun, ‘Monetary Policy Tightening Could Worsen Nigeria’s Economic Uncertainty’ (*Thisday*, 30 March 2016) www.thisdaylive.com/index.php/2016/03/30/monetary-policy-tightening-could-worsen-nigerias-economic-uncertainty/, accessed 24 July 2016.

- 7 The Treasury Single Account (TSA) mandates that all government money in private banks be reverted to the Central bank of Nigeria—thus reducing the deposit base of private banks. See: The Stalwart Report, 'Understanding the Treasury Single Account System – Things You Should Know' (*The Stalwart Report*, 17 August 2015) <http://thestalwartreport.com/understanding-the-treasury-single-account-tsa-system-things-you-should-know/>, accessed 24 July 2016.
- 8 For a brief description of the Basel Committee on Banking Supervision III, see: 'Basel III: international regulatory framework for banks' (*Bank for International Settlements*) www.bis.org/bcbs/basel3.htm, accessed 24 July 2016; Basel Committee on Banking Supervision, 'Basel Committee on Banking Supervision III: The Liquidity Coverage Ratio and Liquidity Risk Monitoring Tools' (2013) <http://www.bis.org/publ/bcbs238.pdf>; Richard G Sheehan, 'What Really is a Stable Deposit?' (SmartRamps Commentary, June 2012) www.mpsaz.com/common/files/MPS%20SmartRamps%20Commentary%20for%20063012.pdf, accessed 23 July 2016
- 9 Carl Menger, *Principles of Economics* (New York Press 1981) 51.
- 10 Central Bank of Nigeria, 'Prudential Guidelines for Deposit Money Banks in Nigeria' www.bu.edu/buclfp/files/2012/01/Prudential-Guidelines-for-Deposit-Money-Banks-in-Nigeria.pdf, accessed 22 July 2016.
- 11 See above, n 2.

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Young lawyers' career prospects: views on Canadian energy law practice

It is difficult to generalise about legal career prospects in a country like Canada. This is because the legal industry in Canada is shaped largely by the various cultural and socio-economic circumstances prevailing at the time. Also, as a federal country with varying economic configurations across its provinces, Canada's legal career opportunities are mostly tied to its provincial peculiarities and sectors. In any case, the situation is not encouraging. To get a clear picture, one needs only look at Canada's dominant energy sector with its heart in Alberta.

'Grim!' was the response of Anthony Cioni, partner at Torys and Head of the Canadian chapter of the Association of Independent Petroleum Negotiations, when asked about legal career opportunities in Canada, particularly the energy sector in which he specialises. He explains that '[t]he prospects of young lawyers [and interning law students during the summer] in the Canadian energy market would seem as tough as they ever have.'¹ But this has not always been the case. The energy sector was once considered one of Canada's leading employers of lawyers.

Understanding the problem

The problem is not new. Once an economic sector is having a tough time, job markets tied to it suffer. Conversely, when the sector is buoyant, job markets that depend on it boom.

The legal career market is not an exception. As such, the downtrend of Canada's energy sector has affected mainly legal careers in energy law, broadly conceived to include allied practice areas such as property, natural resources, utilities, corporate, aboriginal, tax and environmental law.

Notably, energy industry problems do not always have to lead to significant decline in job opportunities. Energy companies could deal with the problems strategically. This would determine how they fare as well as the impact on the careers that depend on them. How exactly might they strategise to minimise such impact?

Looking for a Solution

To start with, energy companies need to understand energy industry cycles. Then, they need to plan for them. Anthony explains this:

'The energy industry has seen about four or five cycles over the last 30 years. Down cycles debilitate some companies, but present opportunities for others who were better at marshalling their capital and resources through the tough time. Market consolidation is a typical output of down cycles, and a heavy increase of M&A (merger and acquisition) activity is a sure sign of renewed market confidence. While M&A mania has yet to start in earnest in Canada because of stubborn valuation gaps, there are signs in the industry that real

players are now in data rooms examining real opportunities. This is good news. If these deals are inked, and capital is allocated to those assets, then the industry will generally need more assistance from professionals – including young lawyers.’² Given this experience, one would expect energy companies and the industry at large to be accustomed to the downtrends. Perhaps they are, but this does not seem to reflect much in their preparation. Mergers and acquisitions are a sure way to start, but companies might need to draw up mega-plans that take market fluctuations more seriously *ab initio*. This means moving beyond the conventional practice of merging and acquiring once the market is at its low ebb.

Thinking outside the box

Hence, conventional planning is not enough. Energy companies need to be more innovative in their approach to business dynamics, with effect on jobs. Which practices might increase jobs? Anthony gives some hints:

‘In addition, capital may flow to other opportunities that are not so exposed to heavy oil, Canadian transportation risk and Canadian change-of-law risk. For example, the Canadian East Coast is attracting interest with its longer spend horizons, focus on large reservoir discoveries and lack of pipelines. Similarly, capital may flow towards international outbound investments where the internal rate of return is above current levels in Western Canada (eg, zero to seven per cent). We have already seen this happen on the midstream side of the sector with TCPL and Enbridge recently active in Mexico and the Middle East. Then, investment diversification could come by balancing industry sectors. For example, Total is diversifying away from pure E&P (Exploration & Production) risk into the electrical/renewable space. In the future, I think oil companies will be much more ‘energy companies’ in the broadest sense. One could even see large utility concerns combining with E&P to hedge against the downside of one particular commodity or business sector risk. These developments will also generate the need for more professional assistance, which is good news for young lawyers.’³

The broader lesson is that companies could expand value-adding practices as backup for conventional business. One way to do this is to divert capital to areas that have not been dependent on the resources. For example,

the diversion could be from oil to areas such as gas and bitumen. Another way is to expand business at a particular stage of development that might lead to more profits. For instance, a company operating across upstream, midstream and downstream could expand downstream business to backup problems at the upstream and midstream. Backing up as a strategy was also given some consideration in the Alberta Royalty Review.⁴

A glimmer of hope

So, on a positive note, there is hope in that young lawyers and law students can look forward to jobs that may be available if companies key into value-adding practices to backup their business. But where they do not, the worst case scenario is that companies might continue with mergers and acquisitions to consolidate capital.

Assuming the worst case scenario, for example, where companies only make use of mergers and acquisitions, when is the energy industry likely to provide more jobs for young lawyers? Anthony predicts:

‘When will additional opportunities open up for young lawyers as a result of a recovery? Typically, there is a lag, of a few months at least, between the closing of transactions that spur growth and increases in hiring. After a transaction is announced, the parties still need to close the deal. Where a deal is pending regulatory, shareholder or lender approvals, this can take a while. After closing, the acquirer then needs to work out its capital plans for its new asset. The resultant planning and budgeting exercise takes yet more time before cash is readily available to hire lawyers, either in-house or in outside firms. Given market rebound and calls for commodity price increases by fall 2017, it would seem that these lag points could well drag the current situation out by another year or so, with steady improvements over that time.’⁵

This means that it might take a couple of years for whatever steps companies take to materialise. Even this is based on an assumption that companies act as expected, and government policy remains supportive. As such, young lawyers need to consider how to pass the time. Whether one, two or more years, the time should be put into good use.

Preparing yourself

Perhaps the best course of action for young lawyers interested in energy law practice

is to boost their marketability. There are several ways to do this. One way is to take courses on energy law and related areas, for example those organised by university departments as well as institutions such as the World Bank and Rocky Mountain Mineral Law Foundation. Another way is to write professional examinations or take certification programmes relating to energy law practice, for example, those organised by professional bodies such as Environmental Careers Organisation of Canada or the Canadian Institute for Energy Training. Young lawyers might also volunteer for relevant professional organisations and private institutions that have suitable schemes. In any case, the venture undertaken must

be one that truly makes young lawyers more marketable and credible: any courses and certifications should be from accredited and trusted sources, and so help maximise future prospects of employment.

Notes

- 1 Temitope Onifade, Interview with Anthony Cioni, Partner, Torys LLP, and Regional Head of the Canadian Chapter, Association of Independent Petroleum Negotiators (Calgary, 4 July 2016).
- 2 *Ibid.*
- 3 *Ibid.*
- 4 The Alberta Royalty Review is an independent panel established by the government of Alberta to review the level of resource royalties collected by the provincial government from petroleum and natural gas companies.
- 5 *Ibid.*

Itzik Amiel

Attorney-at-law,
author of *The
Attention Switch*

Networking tips for law students: how to build relationships and use the power of connections to get that dream job (even if you hate networking!)



As a law student you're told about the importance of contacts in developing your career, or for your traineeship, or if you want a job after university – but how do you actually network?

What if you don't have much time to network due to your crowded schedule of studies and tests?

Do you sometimes tell yourself it is too early to start 'networking' because you don't yet have anything to offer? I am only a student, right?

Think again. If you believe you can participate in law school, focusing just on your classes and what party to go to at the weekend, you'd better wake up before it's too late.

Here's the problem

Most law students (as most of other students) don't give a minute's thought to building a network. Many law students find the process uncomfortable and don't know how best to go about it. I bet that when some of you think of networking, they think of going to an awkward or stressful event and exchanging business cards.

I want to change your way of thinking about networking and its significance in your career path. You have to think about who you want to meet, as opposed to how many cards you can collect.

In today's world, law school isn't only about how great you do in your studies within but also how well you are connected outside of your law school. You need to put almost as much effort into building relationships which will help your career as you put into your studies.

To make it easier for you, I'm going to give you some practical ideas on how you use the power of connections to work for you, while you are still a law school student.

This single skill will without doubt, help to make you successful. It will help you get a traineeship or a job after you graduate, help you launch your own business, and maybe even fuel your career for years to come.

Power of connections

It is quite well-known that, even as early as in the 1960s, 70 to 80 per cent of available jobs are not advertised.

That means if you, as a law student, want to hear about your next work or traineeship opportunity, or want to secure for yourself a great working environment and conditions, you will need to energise your network of connections.

One thing needs to be clear: a network can't be bought, borrowed, or downloaded like an app; it must be created by you through consistent action over time. That's why it's critical for you to start building relationships now. That way you'll hear about these unadvertised opportunities and jobs when it's time to hit the market.

Networking is not about the quantity of your relationship. It's not a numbers game. Networking is also not about the quality of your relationships (although it does matter to some extent). Networking is about the right structure and how to follow up with people in a way that builds a mutually beneficial relationship.

Here are eight tips to start building relationships that matter while you are still a law student.

1. Provide value to others

You need to adopt the right frame of mind. This definitely is the first step to success in networking. Remember: your age or your

level of experience are not important factors in the success of your networking efforts. Your goal is simply to provide value to the people you meet.

Students may sometimes question their own value as they may see themselves to have nothing to offer practitioners. 'Value' is not as intimidating as you think. Value can be something as simple as a book recommendation or a small favour. Your genuine intention and willingness to assist others is significant. They could repay you with what is more convenient, which is often time and opportunity – and that can be worth more than monetary gains.

I want you to understand that simple things like your interest, your natural curiosity, your behaviour are simple to you but are of a great value to others. Develop your interest and passion – these would shine through you and would be of use to your contacts one way or another.

2. Maintain a consistent and positive reputation

There is direct link between the efforts you make in law school and your legal or working career afterwards because it is hard to forget a classmate that has behaved inappropriately during law school. When I was in law school, I had a classmate who always tried to find new ways of cheating during the exams. I know many of my classmates never wanted to keep in touch with this person, even later on in our careers when he tried to get in touch. We did not trust his ethics. As the saying goes: once a cheater, always a cheater.

That may not seem fair, but the fact that people have a stubborn, long memory is a reality of life. Your behaviour early on, even during law school, will have an important effect in the short and long term of your career. The same goes to your behaviour online on social media. Please think twice before posting something online. As a thumb rule – if you doubt it, do not post it!

3. Build on commonality and reciprocation

Mandatory modules in law school are a great point of connection to start and develop relationships with your fellow classmates. In building relationships, I always say, 'We have friends for reason, season or lifetime'. University, and specifically law school, are known places for building solid lifetime relationships.

You need to be proactive about building those relationships and staying in touch with old friends as they become lawyers, businessmen and successful people. You can decide, for example, to introduce yourself every time a new person sits next to you in the classroom so you will meet more new students and have the opportunity to connect. Another good suggestion is to ask students you've already got to know to introduce you to others they might know.

You should also do the same and develop a habit of introducing students in your network to one another. This sort of behaviour will definitely create a name for you as a connector, and other students will be happy to reciprocate the favour and introduce you to other students they know well.

4. Build it BEFORE you need it

Did you ever think to use internships to build your relationships with the relevant people and the relevant companies? Internships are a great and authentic opportunity and you need to take advantage of it! A legal internship is a great place to forge solid relationships with potential mentors and even potential employers.

In fact, I can credit my entire legal career to a student internship. During one of the semesters in my final year in law school, I did a short internship at a large law firm. That led to my first traineeship and my first job. I got that full-time job because of the relationships I built through the internship.

Bottom line: if you have a chance for a good internship, invest your time to building strong relationships – it will pay in your legal career big time!

5. Get involved in law school activities and associations

If you want interaction and to build relationships with influencers and decision makers within and outside your law school, try to get involved with your law school student association.

I was part of our law faculty monthly Law Review. This was one of the best decisions I ever made at university. Getting involved gave me unique opportunities to meet interesting and influential people inside and outside of my law school. These relationships existed for a long time and have helped me a great deal in many decisions I've had to make during my career.

Here is the important point: do not join these associations for political, ego driven reasons or to have another line on your CV. Join the organisation and activities to meet and work with like-minded people. This will ease your connections with others.

6. Offer to work for free

Did you ever think about volunteering or offering pro bono services? Another option to build strong relationships during your student years is to offer to work for free for a limited period for key influencers with whom you want to build a relationship. You will gain the valuable personal interaction and connections with others, as well as the positive growth and impact to your development.

Remember, your commitment is very important so do not quit half way through. You will surprise yourself how much value you have to offer, and your time and effort are worth more than just experience.

7. Connect with experienced people

As a matter of fact, most people are more than willing to share advice on their area of expertise to enthusiastic law school students — especially if you show eagerness and aptitude. So who are the people with experience around you that you can have easy access to?

Think about alumni, friends of your parents, your neighbours, your family relatives and even your friends' parents. They are all people with experience more than you and will likely be happy to share it. But you have to show you're the person who they should do a favour for. If you don't have something to stand on that shows that you are eager and a true connector and you have integrity and a strong moral base, then they will not be eager to help you.

8. Make the gatekeepers your allies

Have you considered your law school administrators or secretaries as a great resource for you to build relationships? If not, think again.

You need to learn to connect with people not based on their hierarchical importance but based on their value for life. Administrative staff, secretaries etc, are all considered within the networking worlds as gatekeepers.

The first rule of managing the gatekeeper: never, ever get on their bad side. Your job is

to make them into an ally, not an adversary. You need to recognise these people have awesome power. If they're any good, they become trusted friends and advocates for you in front of others, including their bosses or other influential people. A legal practitioner I know started his career through networking with an ally of the boss of a national firm in Israel. This provided him with the platform to get hired.

Few students take advantage of this strategy. If you do, you will probably win a friend and an advocate for life.

9. Be distinctive

Don't just talk about your legal interests and ambitions – think about what else makes you distinctive. Remember, sameness is never memorable!

Learn to prepare yourself before meeting other people. Think what makes you unique, distinctive and appropriate for a professional conversation and find commonalities with the other person. For instance, 'I play drums', 'I am a computer programmer', 'I run marathons.' As opposed to, 'I am just a student,' to which the other person will be thinking, 'Oh, great, how boring.'

Always keep in mind, how the sort of subject you would raise present you? Note that networking is not about what you know or who you know, **but what people know about you**. So how do your utterances help you connect with the other person?

10. Follow up and keep in touch

When you meet someone interesting you need to find a way to stay in touch. At a networking event, asking for a person's business card after you've chatted with them is perfectly acceptable, and help in seeding the relationship and following up afterwards.

You may find other good reasons for follow up: for example, asking if the person would like to be profiled in your Law school's newsletter – or for your blog; you can ask for advice from the other person. You therefore let that person know you took their advice – and show appreciation for it once again. In fact, a good and effective follow-up is anything that will have a life after the conversation with the other person.

From my personal experience law students are much more cautious and concerned about follow up. Ask yourself, do you sometimes think 'that person does not want me to bother them anymore'? Keep it simple. Just send an email (or even better a handwritten note) to the other person afterwards and say, 'it was wonderful meeting with you', and share with them the one or two lessons you've learned from meeting them and how you're going to implement this in your life.

Remember to use electronic tools to help you categorise the people you meet. Generate a system that helps you contact people who you remember.

Last words

Networking is an investment in your future. Ultimately, if you put yourself out there and intentionally invest time in other people – from professionals already in the working world to your fellow students to the gatekeepers – it will pay dividends! So go out there and start connect authentically with others, build relationships and give them your sincere ATTENTION.

And finally, always remember... you do not need to build relationships with everybody, you have the right to choose. So choose carefully. As Jim Rohn said: 'you are the average of the **five people** you spend the most time with.'

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Experiencing the WTO: the beating heart of international trade law

As the only global international organisation dealing with cross-border rules of trade, the World Trade Organization (WTO) functions as a forum for governments to negotiate trade agreements, a place and facility to settle trade disputes, and a mechanism to set the ground rules for the conduct of international commerce. Situated in Geneva, the WTO has been ensuring a smooth flow of trade around the world since 1995, and reached out to various governments, non-governmental organisations and international organisations for trade cooperation.

Supplying technical and professional support to the various units within the structure of the WTO, is the Secretariat. The Secretariat is staffed by over 630 employees, representing about 78 nationalities. With the specialised legal and policy practice and the diverse and different cultures thriving in this international organisation, one can only surmise the valuable and practical exposure a WTO internship can offer.

In this article, we feature Philip Hainbach from Germany and Maria Kotsi from Greece/Cyprus - two of our members who recently took their internship under the auspices of the WTO Secretariat. We hope their experience will further encourage and inspire fellow members who wish to practice international economic and trade law, as well as generate further understanding of the work and functions of the WTO.

Introducing Philip and Maria

Philip completed his undergraduate law degree from FernUniversität Hagen in Germany while working for three years as a law clerk in a German ADR institution dealing with domestic arbitration in renewable energy disputes. He took an LL.M in International Trade and Investment Law in 2014 at the University of Amsterdam. During this time, he had the opportunity to participate in the 2014/2015

European Law Students' Association (ELSA) Moot Court Competition on WTO Law (EMC²), where his team qualified to the World Finals in Geneva after competing in the European Regional Rounds. After finishing his LL.M, he also attended the World Trade Institute's Summer Academy 2015 and some specialised courses of the International Economic and Policy Law ('IELPO') Programme of the University of Barcelona.

Maria holds an LL.B from the Law School of the University of Athens, and an LL.M in International Economic Law and Policy ('IELPO LL.M') from the University of Barcelona. During her undergraduate studies, she spent a semester as an ERASMUS exchange student at Freie Universität Berlin, Germany, where she had the opportunity to participate in the Philip C Jessup International Law Moot Court Competition. She also served as President of the Greek branch of ELSA while completing her undergraduate studies. An accomplished *mooter*, she was a member of the first team of the University of Athens that competed in EMC², and which qualified for the world finals. She eventually became the coach of the team from the University of Athens that won the World Finals in 2014. In Athens, she also accomplished an internship in a law firm, and after completing her LL.M, she worked as a *stagiaire* with the Dispute Settlement and Legal Aspects of Trade Policy Unit of the Directorate General for Trade at the European Commission in Brussels.

Applying for the WTO internship

A special interest in international trade law would naturally fuel a desire to get an internship at the WTO, the beating heart of international trade. As both were interested in WTO international dispute settlement procedures, Philip and Maria applied to the WTO internship hoping to widen their understanding of the multilateral trading system.

Philip stresses that getting the internship placement is highly competitive, but the whole process of selection is transparent and well-structured. The selection starts from documentary application submissions through the WTO website's online portal. WTO staff will directly contact those who pass the initial screening for interview scheduling, the second stage of selection. A roster of chosen candidates will be compiled for a year and depending on the internship requirements, a chosen candidate would receive a call for the confirmation of their acceptance of the internship placement.

Assignments

Maria was officially assigned to the WTO Appellate Body Secretariat. The Secretariat provides legal assistance to the WTO Appellate Body in adjudicating trade disputes between or among WTO Members over the interpretation and application of the WTO-covered agreements. Maria predominantly conducted legal research to assist the team working on an appeal where she was assigned.

Philip was selected for the Legal Affairs Division. Carrying out legal research and writing legal opinions and analyses, Philip assisted a team that provides assistance to a Panel that renders the decision to a particular case for which the Panel is established.

Learning

Philip and Maria agreed that cultural diversity is expectedly prevalent in an international organisation such as the WTO. But they found it extremely enriching to work in such an environment where they practically learned from the different views and approaches of people who were trained and who came from different parts of the world.

They also realised that Geneva is, no doubt, the nucleus of international trade law. Living and working in this city gave them opportunities to attend many conferences, which not only allowed them to widen their legal knowledge but also increase their network. The internship programme itself, apart from helping them hone their legal research and drafting skills, afforded them a good overview and better perspective about how the multilateral trading system functions – something every practitioner or student with an interest in the field would really appreciate as valuable knowledge and experience.

Indeed, their WTO internship experience convinced them to expand their exposure on the international trade and investment law further. Philip will commence his PhD at the University of Melbourne on the convergence of the international trade and investment law regimes this year, while Maria will continue working at the WTO, now at the General Council and Trade Negotiations Committee Division.

Tips for prospective internship applicants

Philip and Maria consider having and demonstrating a substantial interest in international trade law as elemental step in securing a WTO internship and pursuing a career within international trade law. As a student, participating in the ELSA EMC² moot court competition or other relevant student activities, and pursuing specialised degrees like the IELPO LL.M. programme in Barcelona are excellent exposures to meet practitioners and get acquainted with WTO law, and be under the instructions and guidance of prominent professors and practitioners in the field.

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ADR: the Korean Commercial Arbitration Board internship experience

What brought about my inclination towards Alternative Dispute Resolution (ADR) practice was its effect in cultivating a more conducive regulatory framework and its engaging business climate in every economic centre. Opting for ADR to resolve business disputes was often distinguished from choosing the usually prolonged, costly, and often hostile litigation method through the courts. To me, ADR is about establishing more buoyancy not only for local trade and commerce, but more importantly for cross-border transactions involving different nationalities. In the words of Datuk Professor Sundra Rajoo, current President of the Chartered Institute of Arbitrators, ADR now plays an important role of being the ‘integrator’, integrating countries with international business and investment.¹ In Asia alone, the proliferation and popularity of arbitral institutions can be associated with the rise of international financial centres, popular for cross-border transactions.

This article explores my experiences interning at the Korean Commercial

Arbitration Board (‘the KCAB’) and how it became my foot-in-the-door opportunity into arbitration, despite its lack of relevance at first glance.

Choosing the KCAB

With only one simulated investor-state arbitration case moot competition as my only experience in arbitration, I had to strategise how I could further advance my ADR training. I researched thoroughly on finding an option which matched my interests that would also advance my career: international exposure, my own financial capacity, and knowledge and experience prerequisites were some of the main factors which eventually led me to applying and securing an internship at the Korean Commercial Arbitration Board.

The KCAB does not actually advertise or promote any legal internship opportunities on their official website. But as always, there is nothing wrong with asking politely and professionally. Through email, I found that



With Sung Bae Ji (left), current President of the KCAB, during my exit interview after my internship.

they accepted legal interns from foreign jurisdictions, and after submitting my application and being interviewed over the phone, I was told that while I was not their first foreign legal intern, I would be their first Filipino intern.

The KCAB Internship

The KCAB offers internships to law students throughout the year. Considering the confidentiality and sensitivity of certain arbitration and mediation cases, interns are mostly assigned to the Arbitration Promotions and Planning Team.² In all honesty, this was not my expectation when I applied. I aspired for arbitration secretariat functions, but I welcomed the opportunity as in the end it was just as my Director-in-charge had told me: the promotions work is what allows interns (such as myself) to benefit the most from, as interns will be connected to experienced individuals and institutions in ADR.

I spent three months with Arbitration Promotions and Planning Team. The Planning work involved conducting research on current policy and legal considerations concerning the ADR practice in South Korea to aid the KCAB in making strategic decisions as an ADR institution. On the other hand, promotions work involved a variety of tasks such as aiding in organising ADR promotions events and activities, and editorial and coordination work for the *Korean Arbitration Review*, the KCAB's bi-annual publication.

The highlights of my internship included legal and practical research to aid in shaping the KCAB's opinion and comments related to South Korea's policy and legislation works to improve ADR. This allowed me to engage and understand commentary which addressed South Korea's ADR commitments and promises as a member of the Organisation for Economic Co-operation and Development, as well as dispute settlement provisions in potential agreements to be executed.

I also assisted in organising the Asia Pacific Rounds of FDI Moot, and an Investor-State Dispute Resolution Seminar. These events were meant to promote ADR to law students through investor-state arbitration moot. The two events I assisted in organising attracted participation from about 18 Asian law schools and a visiting and non-competing arbitration moot team from the Czech Republic. The FDI Moots were organised by the Center for International Legal Studies with four law schools from Germany, the

United Kingdom and the United States, each hosting the global rounds of the moot in rotation. The KCAB had been co-hosting the Asia Pacific Rounds of the FDI Moot for the last four years with Seoul International Dispute Resolution Centre (SIDRC), Korea University School of Law, and Seoul National University Law School. To promote arbitration practice and introduce ADR concepts and development to aspiring lawyers, the KCAB and SIDRC supplemented our yearly competition with a seminar about investor-state dispute resolution.

I also helped edit and coordinate articles for the next issue of the *Korean Arbitration Review* with the selected arbitration expert authors. I was directly communicating with these arbitration experts from around the world, such as the US, the UK, Hong Kong, Singapore, and Vietnam as well as popular arbitration experts working in South Korea who wrote the articles for publication.

Finally, on a limited and more of relational capacity, I also assisted in the KCAB's Arbitration Expert and the Mediation Expert programmes. These two events train and introduce developments and new processes and procedures to both aspiring and experienced arbitrators and mediators in South Korea.

Building the relevant networks

I had plenty of opportunities to connect with both domestic and foreign practitioners, and like-minded law students. Some offered advice; others encouraged me by sharing how they got into this field. Additionally, I was given the chance to attend lectures on ADR and hear the most relevant subjects on ADR from these experts. Of course, I also enjoyed living and making friends in Seoul. These engagements became valuable, because even after the internship, my communication and collaborations with some continued, officially becoming my foot-in-the-door opportunity into this incredibly specialised field of ADR.

In fact, one way or another, the networks I was able to build through this internship led me to secure a slot to the fourth Cycle of the Young International Council for Commercial Arbitration (Young ICCA) Mentoring Programme. This internship opportunity should not be underestimated despite its relevance to actual ADR advocacy which some law students may imagine. I believe the key is to expose oneself to as much activity or arrangement as possible.

Advice to future interns

Internships can boost your confidence of how prepared you are to face the practice of law. There are many opportunities out there – if you are certain of the kind of legal professional you want to become after law school, pursuing an internship in a field related to your specific interests can truly add value to your set of accomplishments.

If you plan to pursue an internship in Asia, language can definitely become a barrier. While the English language will not be a major concern in business districts of South Korea and some other financial centres in Asia, it is still a good idea to learn the local language. And, since Asians definitely have unique traditions and culture, it will not hurt to look into these peculiarities before you move to start internships or official work in any part of Asia. I can guarantee, being an Asian myself, that so long as these cultural traditions are observed, you will treasure your intern experience and the relationships you make there.

Lastly, an article we worked on for the KCAB publication included an interview with Joao Ribeiro, head of the UNCITRAL Regional Centre for Asia and the Pacific. When asked of what advice he can share with students who would like to pursue similar work with the UN, he advised them to have a proper balance between academic records and a diverse work experience – focusing on skills, and mastering at least two languages apart from the native tongue.

Special Thanks to Seonmin Lee, my Internship supervisor and the International Counsel of the KCAB.

Notes

- 1 Sundra Rajoo, *The Changing Role Of Practitioners In Alternative Dispute Resolution / Legal Practitioners: The Axis Of Development Of Alternative Dispute Resolution* (2016 Centenary Lecture).
- 2 The Promotions and Planning team has recently been reorganised into the International Cooperation Team and the Public Relations and Education Team. The work assigned to the former Arbitration Promotions and Planning Team is now covered by the International Cooperation Team.



With the 2015 Arbitration Promotions and Planning Team, during my last day farewell lunch.



INTERNATIONAL BAR ASSOCIATION **LEGAL INTERNSHIP PROGRAMME**

Calling all postgraduate law students and newly qualified lawyers... Internships are available at our London office in both Human Rights and Business and Economic Law.

Human Rights interns will assist the International Bar Association's Human Rights Institute as it promotes and protects human rights, under a just rule of law, around the world. Previous interns have researched projects involving countries such as Zimbabwe, Darfur, DRC and Egypt; researched Islamic law, the independence of the judiciary, the death penalty and terrorism; and worked on trial observations, intervention letters and developments in international criminal law.

Business and Economic Law interns will support the work of the IBA's Legal Policy and Research Unit as it promotes the initiatives of the IBA's Legal Practice Division and Public and Professional Interest Division. That work includes projects on anti-corruption and anti-money laundering, corporate social responsibility, international trade, antitrust reform, regulation of multinational enterprises and professional ethics.

For more information, and to make an application please see our website: <http://tinyurl.com/IBInternship>

Or email Helen Ugwu, the Intern Programme Manager, on internprogramme@int-bar.org



the global voice of
the legal profession®

Internships: Frequently asked questions

Where are IBA internships available?

London

The IBA office is located at 4th Floor, 10 St Bride Street, London, EC4A 4AD, within the Square Mile. The office is located in Zone 1 on the tube network (Zone 1 is Central London and Zone 6 is about 20 miles out of London near Heathrow Airport). Nearby stations include St Paul's or Chancery Lane (Central line), Blackfriars (District and Circle lines) and City Thameslink (National Rail). If you are trying to find somewhere to live – try anything in Zones 2-4.

The Hague

The ICC Monitoring and Outreach Programme is based at the IBA office at the Peace Palace, Carnegieplein 2, 2517 KJ. There are bus and tram stops directly in front of the Peace Palace which pass by two main train stations (Centraal and Holland Spoor).

Washington DC

The IBA's North America office is located at 1667 K Street NW, Suite 1230, 20006, in the heart of downtown DC, at the corner of K Street and 17th Street. Nearby Metro stations include Farrugut North on the Red line and Farrugut West on the Orange and Blue lines.

How long will my application take to process?

Your application will only be processed once we are in receipt of all paperwork (i.e., application form and all required supporting documents). We aim, once in receipt of all paperwork, to give you a decision approximately three to four weeks after the closing date (but please bear in mind that members of staff who make up the selection panels travel frequently so it is not always easy to make a quick decision). Please do not hesitate to contact the Intern Programme Manager for any other information.

Is it possible to undertake an internship outside of the posted intake periods?

We need to stick to the stated intake periods as much as possible due to office space issues. If you are unable to commit to the posted time frames, please clearly list your dates of availability (within our stated periods) on your application form so that we may take that into consideration.

Is it advantageous to submit an application well in advance of the closing date?

Applications for each intake period are not reviewed until after the relevant closing date. You are best to submit your application not more than one to two months in advance of the closing date so that the information you provide us is up-to-date.

What is the writing sample?

The writing sample could be a legal coursework essay that you have written for your college degree programme or a report that you have written on a legal topic that is of interest to you. It could also be a summary of a dissertation.

Why do I need to send a writing sample?

Because of the nature of the internship placements, much of the work will involve writing reports, letters, or assisting in the preparation of academic articles. The writing sample is useful for us to see how you structure a piece of written work and how you form and support an argument.

How long does the writing sample have to be?

The sample should be no more than five pages long.

What is the dress code in the IBA office?

Smart clothes, such as trousers, blouses, shirts and skirts are fine. Men must be smart but suits are not necessary. No jeans or trainers unless there is an official 'dress down Friday'.

How many other interns will be working at the IBA?

In London, there is space for ten interns per three-month intake and we always aim to fill all places. However, at the start and end of internship periods, there may be times when there are fewer interns in the office. In The Hague, there are generally two to three interns at one time and in Washington DC, one to two interns.

Where do interns come from?

We have interns join us from around the world.

What is the minimum level of education required in order to undertake an IBA internship?



INTERNSHIPS: FREQUENTLY ASKED QUESTIONS

We ideally hope to receive applications from postgraduate law students; however, the nature and scope of the work involved means that to be eligible, you must have completed at minimum one year of an undergraduate law degree.

What is the average age of interns?

Interns generally range from 20 to 35 years of age, but interns of any age are welcome.

Will I be given any holidays during my internship?

Yes, you will be given two days of holiday per calendar month that you are with us. So for a three month internship you would be entitled to six days.

What am I going to be working on?

There are many different projects that you could be asked to work on. Obviously we will try and tailor the projects to your interest and expertise wherever possible. There may be an opportunity to work on several projects covering different legal issues.

Can I have a paid job whilst working at the IBA?

We understand that you may need to work part time in order to support yourself financially. However, we will expect you to continue to work full-time at the IBA.

Who will I be working with?

Depending on the project you are working on, you will either report to members of staff in the IBA office or deal via email and phone with other prominent international lawyers.

How much will it cost for me to stay in London?

This is a difficult item to quantify. Rent in London is expensive so expect to pay (a minimum of) approximately £500 per month depending on your location. Transport starts at £120.60 a month for a travel card covering the tube and bus in Zones 1 and 2, but a bus-only travel card is much less expensive (visit the Transport for London website for details). Food is approximately £50 a week depending on what you want to spend.

What is a typical day like whilst I am intern?

It is difficult to summarise what a typical day is like being an intern, as it is dependent on the type of projects you are working on. Below are some

examples of work, but you could be involved in a number of different projects at the same time. You will be contributing to research that could ultimately secure funding for a project, assist local bars with undertaking their own training and capacity building, as well as writing speeches and academic papers that form the basis of the work of the IBA.

Here are some examples of what your day might consist of:

Human Rights Institute: you will report to the HRI Programme Administrator in the London Office, but will also likely work directly with HRI Programme Lawyers. You could be doing Internet and library based research on the rule of law for developing countries such as Sierra Leone, Zimbabwe, Sri Lanka, etc. You could also be doing background research or writing human rights intervention letters.

Grant Proposals: If you are involved in our programmatic outreach work, you will assist in background research for rule of law issues and legal practice systems in many different countries. You will be working with your line manager to build this into a body of work that will be sent to a funding body to get funds to undertake, for example, capacity building with developing country bars (e.g. Zimbabwe, Albania, Rwanda, etc.).

Speeches and Academic Papers: You may get involved working with the Executive Director, Dr Ellis, on writing speeches for conferences and then possibly converting these speeches into academic papers. You may also be asked to research topics for media interviews given by Dr Ellis. For example, he has spoken recently on CNN, BBC and Al Jazeera about subjects as varied as Libya, Egypt, and the cases of Julian Assange and Amanda Knox.

Commercial Business Law Projects and other Law Disciplines: You will report to the Head of Legal Projects or one of the Senior Staff Lawyers on our Legal Projects Team. Examples of projects undertaken to date include work on anti-money laundering, anti-corruption, intellectual property, competition law and cross border practice.

Any other questions?

If you still require further information, please do not hesitate to contact the Intern Programme Manager at internprogramme@int-bar.org.

Application for funding to IBA Educational Trust for support to take up an IBA internship position in London

The aim of the IBA Educational Trust is to advance legal education throughout the world for the benefit of the public, including research into common legal problems. The Trust has agreed to support the IBA internship programme by offering internship funding to those successful applicants who would not otherwise have the financial resources to take up their voluntary internship position in London. The maximum to be awarded to each successful candidate is £2,000.

If you are applying for an IBA internship position and wish to be considered for IBA Educational Trust funding to assist you

in taking up a position in London, please complete and email this form with your full application to the Intern Programme Manager at the IBA. Please note this is only available for interns applying to the London office.

If your application is successful you will be informed by email from the IBA office in London. Once you complete your internship position, you will be required to write a report that will be distributed to the Trustees of the IBA Educational Trust.

Should you need any further information please contact the Intern Programme Manager at internprogramme@int-bar.org.

Background information			
Name			
Address			
Telephone number			
Email address		Gender	
Nationality			
How did you hear about the IBA Internship Programme?			
Have you ever received a travel scholarship or grant before?	YES/NO (delete as appropriate) (If yes, please give details)		
What are your parents' occupations?			



APPLICATION FOR FUNDING TO IBA EDUCATIONAL TRUST FOR SUPPORT TO TAKE UP AN IBA INTERNSHIP POSITION

How will you fund your intern position in London?	
Are you seeking funding from other sources to take up this position?	YES/NO (delete as appropriate) (If yes, please give details)
Please write a short paragraph on why you think the Educational Trust should give you a grant (outline your financial perspective)	
What benefits do you think you will gain from an internship at the IBA?	
If awarded a grant I undertake to provide a written report on the work I have done during my internship, before I leave the IBA	This is a mandatory requirement of receiving the grant. YES/NO (delete as applicable)



The International Bar Association's Human Rights Institute



the global voice of
the legal profession®

The International Bar Association's Human Rights Institute (IBAHRI), an autonomous and financially independent entity established in 1995, works to promote and protect human rights and the independence of the legal profession worldwide. The IBAHRI undertakes training for lawyers and judges, capacity-building programmes with bar associations and law societies, and conducts high-level fact-finding missions and trial observations. The IBAHRI liaises closely with international and regional human rights organisations, producing news releases and publications to highlight issues of concern to worldwide media.

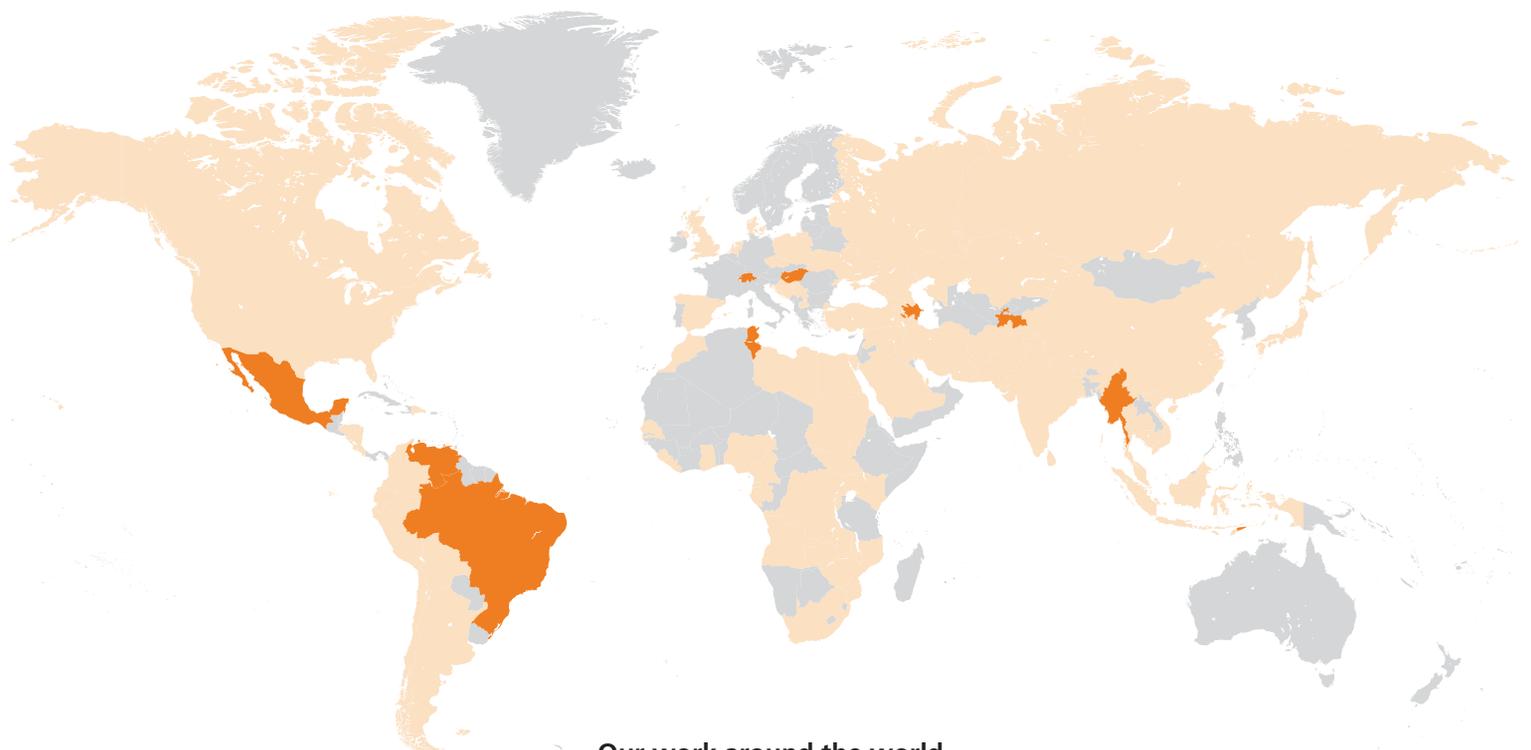


All IBAHRI activities are funded by grants and individual donations.

To help support our projects, become a member for just £40 a year – less than £4 a month.

Visit www.ibanet.org/IBAHRI.aspx for more information, and click join to become a member. Alternatively, email us at hri@int-bar.org.

To read more on IBAHRI activities, download the IBAHRI Annual Review 2016 at <http://tinyurl.com/IBAHRI-AnnualReview2016>.



Our work around the world

 Work carried out in 2016  Work carried out prior to 2016



www.ibanet.org/IBAHRI.aspx



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International Bar Association Conferences 2017–2018



2017

10–14 JULY 2017 VIENNA, AUSTRIA
3rd IBA-VIAC CDRC Negotiation
and Mediation Competition

19 JULY 2017, 1800 – 2200 3 MORE LONDON
RIVERSIDE, LONDON, ENGLAND
UKELG Summer Drinks 2017

6–8 SEPTEMBER 2017
ETC, VENUES, LONDON, ENGLAND
IBA Europe-Caucasus-Asia Forum 2017

8–9 SEPTEMBER 2017
ST REGIS, FLORENCE, ITALY
21st Annual Competition Conference

14–16 SEPTEMBER 2017 HILTON BRUSSELS
GRAND PLACE, BRUSSELS, BELGIUM
6th Construction Projects from
Conception to Completion Conference

8–13 OCTOBER 2017 INTERNATIONAL
CONVENTION CENTRE, SYDNEY,
AUSTRALIA
IBA Annual Conference 2017



OFFICIAL CORPORATE SUPPORTER



2–3 NOVEMBER 2017 MANDARIN ORIENTAL
HOTEL, HONG KONG SAR
Asia Pacific Mergers and Acquisitions

4–5 NOVEMBER 2017 QUEEN MARY
UNIVERSITY OF LONDON, ENGLAND
IBA-ELSA Law Students' Conference

6–7 NOVEMBER 2017 SÃO PAULO, BRAZIL
Latin American Anti-Corruption
Enforcement and Compliance

10 NOVEMBER 2017
MOSCOW, RUSSIAN FEDERATION
9th Annual 'Mergers and Acquisitions
in Russia and CIS' Conference

13 NOVEMBER 2017, CORINTHIA HOTEL,
WHITEHALL PLACE, LONDON, ENGLAND
Once in a Lifetime Opportunity or
Cliff-Edge Threat: The Antitrust
Implications of Brexit

15 NOVEMBER 2017 LEVEL 39, 1 CANADA
SQUARE, CANARY WHARF, LONDON,
ENGLAND
European Start Up Conference 2017

15–17 NOVEMBER 2017
THE GRANGE ST PAULS, LONDON, ENGLAND
8th Biennial Global Immigration
Conference

15–17 NOVEMBER 2017
LABADI BEACH HOTEL, ACCRA, GHANA
Rising to the Challenge of Africa's
Development – The Role of the
Legal Profession

16 NOVEMBER 2017 FOUR SEASONS HOTEL
LONDON AT PARK LANE, LONDON, ENGLAND
Private Equity Transactions
Symposium

17 NOVEMBER 2017 LONDON, ENGLAND
Building the Law Firm of the Future

30 NOVEMBER – 1 DECEMBER 2017
BUENOS AIRES, ARGENTINA
The New Era of Taxation: How to
Remain on Top in a World of Constant
Evolution

1 DECEMBER 2017
MOSCOW, RUSSIAN FEDERATION
11th Annual Law Firm Management
Conference

7–8 DECEMBER 2017 NEW YORK, USA
Investing in Asia

7–8 DECEMBER 2017 FRANKFURT, GERMANY
4th Annual Corporate Governance
Conference

2018

18–19 JANUARY 2018 HONG KONG SAR
IBA Law Firm Management
Conference: Growth Prospects for Law
Firms in Asia

31 JANUARY – 2 FEBRUARY 2018
THE WESTIN PARIS – VENDÔME, PARIS, FRANCE
6th IBA European Corporate and
Private M&A Conference

14–16 FEBRUARY 2018 PARIS
INTERCONTINENTAL, PARIS, FRANCE
IBA/ABA International Cartel
Workshop

23–24 FEBRUARY 2018 BARCELONA, SPAIN
3rd Mergers and Acquisitions in the
Technology Sector Conference

25–26 FEBRUARY 2018 BUENOS AIRES,
ARGENTINA
21st Annual IBA Arbitration Day

9–10 MARCH 2018 MUMBAI, INDIA
The Changing Landscape of M&A
in India – New Opportunities in a
Dynamic India

14–16 MARCH 2018 HYATT REGENCY HOTEL
AND INTERCONTINENTAL PRESIDENTE HOTEL,
MEXICO CITY, MEXICO
Biennial IBA Latin American Regional
Forum Conference