Summer Program

In 15 weeks, we give first- and second-year law students the opportunity to explore litigation or business law.

Our summer program doesn't involve formal rotations: you decide whether you want to work in litigation or business law. This means you can take on work in a variety of practice areas and get to know and learn from many lawyers in your chosen department.

Your summer begins with orientation, to help you learn about BLG and our many resources. You'll be assigned a mentor. You'll also attend weekly training sessions to learn about practice areas and practice management.

You'll get hands-on experience doing work much the same as that done by our articling students. This includes:

- conducting research
- helping with all aspects of business transactions
- handling Small Claims Court matters
- drafting contracts and pleadings
- attending discoveries, court appearances and client meetings

Articling Program

Articling at BLG will set you on the path to a successful legal career. As an articling student in our Toronto office, you'll gain hands-on experience in litigation and business law and take on work similar to that of our junior associates.

Comprehensive Training
Your time at BLG starts with orientation. You'll also attend weekly seminars on topics such as:

- how to structure a business deal
- practice management
- motions and discoveries
- mediations and settlements
- business development

- preparing for trial and closings

Your Articling Experience
You start with two 11-week rotations: one in litigation and one in business law. You then have two rotations, which are yours to choose from in our many practice areas. You can even spend a rotation in the legal department at another institution, such as:

- The Bank of Nova Scotia
- Royal Bank of Canada
- Hospital for Sick Children

Mentoring
You'll be assigned a principal mentor and an associate mentor to support you through your articling experience. Your mentors will meet with you regularly to answer questions, provide feedback, and guide you through professional events. You'll also benefit from informal mentor relationships with other BLG lawyers.

Hands-on Experience
Articling students take on the same kind of work as our junior associates. While assisting lawyers on major matters, you will:

- attend meetings, discoveries and mediations
- draft memoranda, contracts and legal opinions
- conduct due diligence and research
- work on *pro bono* projects and cases
- manage your own Small Claims Court matters

Frequently Asked Questions

How many lawyers are with BLG?

With more than 750 lawyers, BLG is one of Canada's largest firms, serving diverse clients in many practice areas. Approximately 270 lawyers work in our Toronto office.

How many students do you hire?

We typically hire between 20 and 25 first- and second-year summer students. We tend to hire our articling students from our summer program; however, we may recruit in any given year.

What does BLG Toronto look for in candidates?

We want students who:

- have the potential to grow into associates and then partners
- have strong leadership and entrepreneurial skills in addition to academic achievements
- possess sound judgment and excellent oral and written communication skills
- have exciting, fulfilling interests outside their career ambitions

In short, we look for exceptional people.

How does the interview process work?

We invite second-year candidates to on-campus interviews, and then invite select candidates to in-firm interviews. For any law schools not participating in on-campus interviews, we review applications and invite eligible candidates to our Toronto office.

Prior to your in-firm interview, you'll be matched with an associate host who will serve as your main point of contact during the interview process. Your host will greet you when you arrive at our offices and will be with you for your interviews. You'll also have an opportunity to speak with current students about their experiences at BLG.

Some candidates may be asked to meet with additional lawyers for a subsequent interview.

Is it important to have an existing connection to Toronto?

BLG Toronto recruits from law schools across Canada with the goal of building our firm over the long term. Regardless of where you have lived or where you went to school, if you want to establish your law career in Toronto, we want to hear from you.

What type of compensation package does BLG offer students?

Our students receive salary and benefits competitive with other large Toronto firms.

When do summer and articling students start work?

Summer students start mid-May for 15 weeks, which includes five days of vacation. Articling students start in August for 10 months, which includes 10 days of vacation.

Does BLG have a formal mentorship program?

Yes. Each student is assigned a partner mentor and an associate mentor to help them integrate and succeed at the firm. Many students also develop mentor relationships with other BLG legal professionals.

What kind of training will I receive?

You'll learn about the firm and its systems during an intensive orientation program lasting one week for summer students and two weeks for articling students.

As a summer student, you'll also attend weekly seminars led by lawyers in a variety of practice areas who will highlight significant matters and provide tips for success.

Articling students also attend regular professional development training sessions to increase legal knowledge and improve important practice-related skills (*i.e.*, preparing for trial, learning the art of the deal, drafting and practice management).

What type(s) of work will I be doing?

Our summer program provides students with direct and in-depth involvement in litigation or business law. The program is flexible to encourage students to explore more than one practice area in their chosen department.

Summer students undertake much the same work as articling students or junior associates: everything from research and client meetings to managing your own Small Claims Court matters and drafting contracts.

Articling students have four rotations, where they take on the same kind of work as junior associates. You will:

- attend meetings, discoveries and mediations
- draft memoranda, contracts and legal opinions
- conduct due diligence and research
- work on *pro bono* projects and cases
- manage your own Small Claims Court matters

How is student work allocated?

You'll receive assignments directly from lawyers, so we encourage you to seek out work based on your interests. By taking charge of your workload, you'll develop your practice and time management skills. We'll set you up with support systems and tools to help you along the way.

Do students take part in pro bono work?

Yes. BLG professionals volunteer regularly as *pro bono* counsel for people who could not access legal services otherwise. You'll have the opportunity to work under the guidance of our lawyers on *pro bono* projects and cases in a variety of practice areas.

How do students receive feedback?

Summer students participate in two formal evaluations: mid-term and end-of-term. Articling students participate in a formal evaluation after each of the first three rotations. You'll also receive informal feedback from your mentor and other lawyers during and after assignments.

What supports and resources are available to students?

Students can always rely on their mentors for guidance and support. They can also go to the Manager of Professional Recruitment and Student Programs for advice and information at any time.

We have many resources, all which are available to our students: IT services, word processing, corporate and library services, a copy centre and facilities support.

What types of social events does BLG host?

You'll be invited to a wide variety of social events, some of which are specifically for law students and their mentors. These events include luncheons, receptions, cooking classes, and sporting events. Other events are firm-wide, such as our holiday parties.

Does BLG participate in diversity initiatives?

Yes! Our workforce and clientele reflect the diverse community we operate in. We have established:

- a National Diversity and Inclusion Council
- diversity-related training sessions
- name pronunciation resources, including audio clips attached to BLG bios

- affinity groups to foster mutual support for religious, cultural and social communities within BLG
- monthly diversity bulletins for sharing information
- a diversity calendar highlighting cultural and religious observances
- programs to retain and advance our women professionals
- the gathering and review of statistics on retention, leadership and advancement of our professionals
- seminars and social events for our women professionals
- a room for quiet reflection and religious observance

We also support initiatives and organizations such as:

- the Law School Access Program at the University of Toronto
- Osgoode Hall Law School's Diversity Week
- the Federation of Asian Canadian Lawyers
- the Black Law Students' Association of Canada
- Pride at Work and Out on Bay Street events

We are signatories of:

- the Catalyst Accord
- the Justicia Projects of regional law societies of Québec, Ontario, Alberta and British Columbia
- the Canadian Law Firm Diversity and Inclusion Network