

Right from the start, you'll find the Toronto office welcoming.

Find your focus. Hone your expertise. At BLG Toronto, you'll learn from experienced lawyers with diverse backgrounds in a variety of practice areas.

Our Business Group has acted for some of the country's largest companies on headline-making deals. Our Disputes Group has argued precedent-setting cases before the Supreme Court of Canada. The experience you'll get working with these groups will form a rock-solid foundation for your legal career.

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 one of the following institutions:

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

Mentoring

You'll be assigned a principal and a mentor to support you through your articling experience. Your mentor 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 15 and 18 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?

For first-year candidates, we only conduct in-firm interviews.

We invite second-year candidates at all Ontario schools, McGill Law School and Dalhousie Law School to on-campus interviews; we then invite select candidates to in-firm interviews. For all other law schools, we review applications and invite eligible candidates to our Toronto office.

Prior to your in-firm interview, you'll be matched with a host interviewer 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 two 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.

We were Canada's first law firm to introduce game-based assessment in our recruitment process. This innovative recruitment tool gives us an objective way to help understand our candidate's natural strengths and preferences, and helps us to remove bias and create a level playing field for all candidates. We also provide unconscious bias training to everyone involved in recruitment.

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 summer student is assigned a mentor; each articling student is assigned a mentor in each of their four rotations, one of whom is the principal responsible for signing off on your articles. Every student is also assigned a junior associate to help you 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?

Summer students can always rely on their mentors for guidance and support; articling students can turn to both their mentors and principals.

All students can go to associate mentors, the Directors of Professional Resources, and Student Committee members 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 specifically for law students and their mentors and principals, such as luncheons, receptions, cooking classes and sporting events. Others 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