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

Keeping pace with the changing business of law—and surging ahead. You'll learn from innovative and accomplished professionals as you forge a dynamic career.

You're part of our team right from the start at BLG Calgary. You'll get invaluable practical experience. You'll also receive the support and training you need to deliver the top-quality work our clients expect.

Summer Program

We give first- and second-year students 15 weeks of hands-on experience in litigation and business law.

You are paired with an associate mentor who will be there for you the entire time to answer questions.

Your summer starts with an orientation session, where you'll learn all about BLG and our resources. From there you'll do a rotation in our Business and Litigation groups, exploring various practice areas and learning from many lawyers.

You'll get hands-on experience doing much the same work as articling students: conducting research, handling Small Claims Court matters, and drafting contracts and pleadings.

Our lawyers will introduce you to all aspects of legal practise, including client meetings, questionings and court appearances.

Articling Program

Take the next step in your law career with us. You'll get hands-on experience in litigation and business law, work similar to that done by our junior associates.

Comprehensive Training

Your articling experience begins with an in-depth orientation session. You'll also attend weekly seminars on topics such as:

- common types of motions in Queen's Bench chambers
- insolvency and corporate restructuring
- securities practice
- government relations
- litigation practice and procedures

Articling students can also participate in firm-wide training programs offered to all our lawyers.

Your Articling Experience

During your six-month rotations in both litigation and business law, you'll work hands-on in a range of practice areas, learning from many of our accomplished lawyers.

Mentoring

You'll be assigned a principal and an associate mentor who will support you throughout your articling experience. Your associate mentor will answer your questions, provide advice and guide you through professional events.

Hands-on Experience

While assisting lawyers on major matters, you will:

- attend hearings, questionings and mediations
- draft memoranda and contracts

- conduct due diligence and research
- work on *pro bono* projects and cases

You'll also gain valuable practical experience by managing 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 a diverse range of clients in a variety of practice areas. Our Calgary office has approximately 115 lawyers.

How many students do you normally hire?

We typically hire eight summer students and eight articling students.

What does BLG Calgary look for in candidates?

We look for students who:

- have the potential to grow into associates and then partners
- offer strong leadership, teamwork and entrepreneurial skills, in addition to strong academic achievements
- possess sound judgement 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 first-year candidates to in-firm interviews led by two lawyers. We then invite candidates to meet with other members of our team informally over coffee or drinks.

We invite second-year candidates to interviews on campuses in Vancouver, Calgary, Edmonton, Saskatoon, Winnipeg and Toronto, with one exception: University of Calgary students attend first interviews in our offices. We then conduct second interviews in our offices, led by two lawyers. At that time, you'll tour the firm with a current BLG student to get a feel for the office culture and chat with some of our lawyers. 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 Calgary?

BLG Calgary recruits with the goal of building our firm over the long term. Regardless of where you grew up or went to school, if you want to forge your law career in Alberta, we want to hear from you.

What type of compensation package does BLG Calgary offer students?

Our students receive salary and benefits competitive with large Calgary firms.

When do summer and articling students start working?

Summer students generally start in early May and stay until mid-August. Articling students currently start in mid-June.

Does BLG have a formal mentorship program?

Yes. Each summer student is assigned an associate mentor, Each articling student is assigned an associate mentor as well as a principle responsible for supervising your articles. Many students also develop rewarding mentor relationships with other legal professionals in the firm.

What kind of training will I receive?

In your first week, you'll learn about the firm and become familiar with its systems through an intensive orientation program. As a summer student, you'll attend weekly seminars led by lawyers in a variety of practice areas who will provide practical tips for success.

Summer students and articling students also attend regular professional development training sessions to increase substantive legal knowledge, such as:

- preparing for trial
- mediations
- settlements

We also hold sessions on improving important practice-related skills, including:

- drafting
- business development

- practice management

What type of work will I be doing?

Our summer program provides students with in-depth involvement in litigation and business law. The program is flexible, encouraging students to explore multiple practice areas.

Summer students work on much of the same projects as articling students and junior associates: everything from research and client meetings to managing your own Small Claims Court matters and drafting contracts. We aim to provide hands-on experience in a diverse and challenging workplace.

How is student work allocated?

You'll receive assignments directly from lawyers, so we encourage you to seek out work and build relationships in practice areas that interest you.

By taking charge of your workload, you'll develop your practice and time management skills. We'll supply you 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 would not be able to access legal services otherwise. You'll have opportunities to:

- work under the guidance of BLG lawyers acting as Civil Claims Duty Counsel with Pro Bono Law Alberta at Provincial Court, or with Amicus at the Court of Queen's Bench
- assist volunteer lawyers at the Children's Legal and Educational Resource Centre, providing legal services to young Calgarians
- participate in the Pro Bono Alberta Volunteer Lawyers Program
- volunteer with Calgary Legal Guidance and Student Legal Assistance at the University of Calgary

How do students receive feedback?

Summer students undergo two formal evaluations during their time at BLG: mid-term and end-of-term. Articling students undergo formal evaluations every three months. You can also ask your mentor and other lawyers for informal feedback at any time during an assignment.

What supports and resources are available to students?

Summer students can always rely on their associate mentors for guidance and support; articling students can turn to both their associate mentors and principals. All students can turn to associate mentors, the Director of Professional Recruitment and Development and Student Committee members for advice and information at any time.

All our office resources are available to students: IT services, business development support, 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, many specifically for students and their mentors and principals. Firm-wide events include golf and ski trips, seasonal dinners and our Calgary Stampede events.

What types of diversity initiatives does BLG participate in?

Diversity and inclusion is key in everything we do. 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

BLG is a signatory 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