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

Invaluable hands-on experience. Unparalleled training. BLG Vancouver provides both to students ready to take a giant leap forward in their careers.

Right from the start, you'll work alongside industry leaders on high-profile cases and take the lead on smaller files. You'll learn from accomplished professionals in more than 20 areas of law, encompassing virtually every aspect of commercial practice.

Summer Program

If you're a second year law degree student, our flexible summer program will give you in-depth experience in the practice areas you're interested in.

The program involves two rotations, where assigned mentors give you work in different practice areas.

Your summer starts with an orientation that will prepare you for the hands-on work to come. Throughout the summer you'll attend weekly seminars to learn about the many types of law we practise.

In addition to assigning you work, your mentors will answer your questions about the firm, the work we do and life as a lawyer.

You'll get practical experience working on many of the same challenging tasks as our articling students.

BLG's accomplished professionals will introduce you to all aspects of legal practice, including meetings, discoveries and court appearances.

Articling Program

Take the next step in your career by articling with BLG. You'll get extensive hands-on experience in business law and litigation, as you do work similar to that of 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:

- preparing for and arguing a motion
- communicating with clients
- matter and practice management
- business etiquette

Articling students can also participate in firm-wide training programs.

Hands-on Experience

You'll work with some of Canada's most recognized lawyers and perform the same kinds of tasks as our junior associates, such as:

- attending hearings, discoveries and mediations
- drafting memoranda, contracts and legal opinions
- conducting research and due diligence
- working on pro bono projects and cases

Mentoring

You'll be assigned a principal to support you throughout your articling experience. You'll also choose a mentor in each rotation who will meet with you regularly to review your workload and ensure you're receiving a variety of assignments.

Frequently Asked Questions

How many lawyers are with Borden Ladner Gervais?

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. BLG Vancouver employs approximately 130 lawyers.

How many students do you normally hire?

We typically hire approximately 10 to 14 summer students per year.

What do you look for in candidates?

We want students who:

- embody our core values: integrity, teamwork, commitment and client-centred service
- fit well with our office culture and have the potential to grow into associates and then partners
- have strong leadership and entrepreneurial skills, in addition to strong academic achievements
- possess sound judgment and excellent oral and written communication skills
- demonstrate commitment and ambition in their careers

In short: we look for exceptional people.

How does the interview process work?

We hire our summer and articling students in accordance with the Vancouver Bar Association Student Recruitment Guidelines.

In September, we take part in most of the virtual on-campus interviews (OCIs). If your law school is hosting Vancouver firm OCIs, we will contact you according to the method preferred by your law school at the appropriate time. In some cases, this means that we will contact you directly to schedule an interview; however, in most cases, OCIs will be coordinated through your law school.

In mid-October, we host in-firm interviews in accordance with the Vancouver Bar Association Guidelines. For your in-firm interview, you'll be assigned a host lawyer – a junior associate - who will guide you through every step of the process.

Your first interview will be conducted by two practising BLG lawyers. This interview typically lasts 45 minutes. Afterward, you'll tour the firm with your host lawyer to get a feel for the office culture and chat with lawyers in practice areas of interest to you.

We provide unconscious bias training to everyone involved in recruitment.

We look forward to receiving and reviewing your application.

Is it important to have an existing connection to Vancouver?

We recruit from law schools across Canada. Regardless of where you grew up or went to school, if you want to establish your law career in Vancouver, we want to hear from you.

What type of compensation package does BLG offer students?

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

When do summer and articling students start work?

Summer students generally start in early May and stay until late August. Articling students start at various times, depending on when they finish law school (for those in combined programs) and when they are enrolled in the Professional Legal Training Course.

Does BLG have a formal mentorship program?

Yes. Summer students are assigned three to four mentors in each of their rotations. These experienced professionals play a hands-on role in assigning, assisting with and supervising your work.

Articling students choose a mentor in each rotation—he or she may work with you directly, but is mainly a source of guidance and support. You are also assigned a principal—a partner responsible to the Law Society for the completion of your articles. The Manager of Professional Recruitment and Student Programs is also available to provide advice and information at any time.

What kind of training will I receive?

In your first week, you'll take part in an intensive orientation program with three goals:

- to ensure you're familiar with all the resources available to you
- to establish what is expected of BLG students
- to prepare you for the hands-on work to come

As a summer student, you'll attend weekly seminars led by top lawyers in a variety of practice areas. These professionals will offer practical tips and help you develop a sense of focus for your own legal career. Articling students also attend regular professional development training sessions to increase legal knowledge and improve important practice-related skills, such as:

- preparing for trial
- mediations
- settlements
- business development
- practice management

What type of work will I be doing?

On large and complex matters, you'll work as part of a team. On smaller matters, you'll get to work on your own, but with consistent support and supervision.

How is student work allocated?

Summer students identify two practice areas of interest and receive assignments mainly from mentors in those groups. We encourage you to seek work from and build relationships with lawyers in other practice areas.

Articling students have rotations in Disputes and Business Law. You will receive assignments directly from lawyers in these groups, but you should also ask for work from lawyers in the practice areas that interest you most.

Do students take part in pro bono work?

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

How do students receive feedback?

Summer students and articling students participate in two formal evaluations during their time at BLG. We encourage all students to seek feedback from their mentors and other lawyers at any time during an assignment.

What supports and resources are available to students?

As a student, you can always rely on your mentors and principal for support in your work. The Manager of Professional Recruitment and Student Programs is also available to answer any questions and provide guidance.

We provide all the resources of a large national law firm: knowledgeable paralegals, IT services, corporate and library services, a copy centre and facilities support.

What types of social activities does BLG host?

Summer students wrap up their first week of orientation with a day of team-building activities.

Summer and articling students also receive a budget to plan their own team-building weekends – events that can foster lifelong friendships.

We have city-league teams in softball, volleyball and soccer, and hold an annual golf tournament.

Our social committee also arranges group outings to cultural and sporting events and hosts dinner parties, a summer family picnic and various holiday celebrations.

What type of diversity initiatives does BLG participate in?

Our workforce and clientele reflects Vancouver's multicultural community. 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

We sponsor and participate in initiatives such as:

- the annual conference of the Federation of Asian Canadian Lawyers
- the annual conference of the Black Law Students' Association of Canada
- Pride at Work events

We are also 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