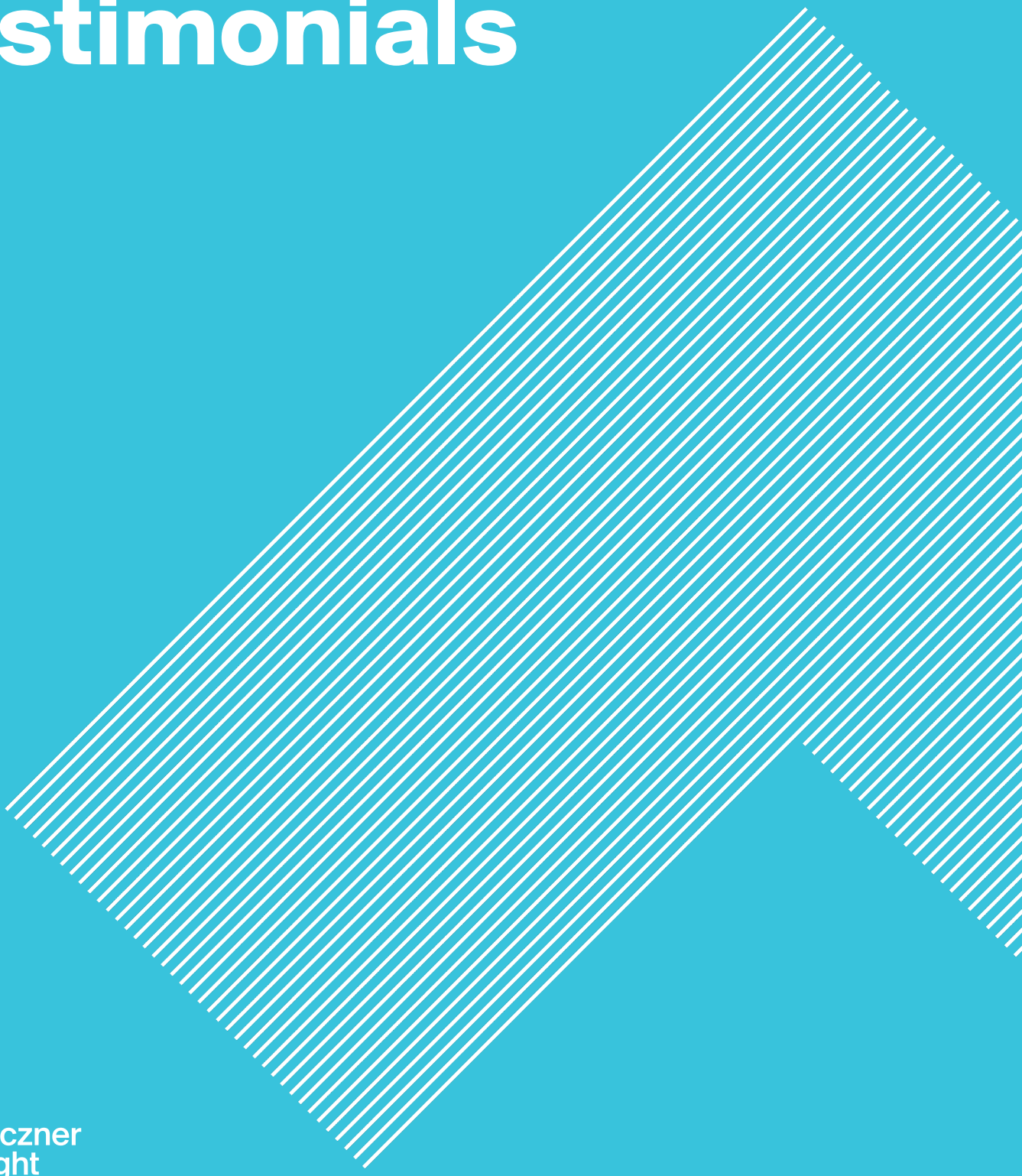
2027 STUDENT RECRUIT

Tips & Testimonials



Lenczner Slaght

Introduction

The Summer Student recruitment process is exciting and can be a significant step on your journey to becoming a lawyer. Our goal is to make sure that you have an excellent recruitment experience with our firm. We want to show you why we are great advocates, colleagues, mentors, and teachers. We want you to experience our unique culture and walk away from your interview enthusiastic about our firm, understanding why we are consistently ranked as the best litigation boutique in Canada, and why excellence is one of our core values. During the process, we will learn about you, your accomplishments, your path to law, and what drives your passion for advocacy. Our hope is that the tips and testimonials in this guide are a helpful tool as you embark on your recruitment journey.

OUR STUDENT PROGRAM TEAM



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Tips



LAUREN SIGAL
Director, Legal Talent

On demonstrating your interest in advocacy...

First and foremost, we're looking for well-rounded law students — driven, resourceful, confident, and enthusiastic. We want to hear about your interest in and passion for advocacy and a career in litigation. This could mean learning about your experience mooting, working at a legal clinic, or leading a community organization. What did you learn and how did you overcome obstacles? What impact have these experiences had on you? How have you developed your skills? If you don't have legal advocacy experience, tell us about when you've successfully advocated for a cause, a committee, or in a previous professional experience. It's not about any one thing. We want to hear about the skills you have that will make you a future expert litigator!



MARGARET ROBBINS
Partner

On helping us get to know you...

We know that the recruitment process can be stressful and challenging to navigate. We aim to help reduce some of that stress (through our various unique initiatives and resources) so that you can focus on what matters — helping us get to know you! We want to hear about your interests, hobbies and passion projects. Tell us about the teams, groups, and organizations you belong to. We want to hire the whole you.



BRENDAN MORRISON
Partner

On what name-anonymization means for your application...

All of our Inclusion, Diversity, Equity, & Accessibility (IDEA) initiatives are designed with the principle objective of being more, not less inclusive. Name-anonymization is designed to interrupt unconscious bias before it happens so that reviewers can apply the lessons learned from our yearly recruitment and IDEA training and focus on the parts of your application that demonstrate you are the best person for the job. Avoiding unconscious bias lets us evaluate our future lawyers on what is truly important. So tell us who you are in substance and what you are most proud of — we can't wait to get to know you, and we want to make sure we do it right!



Make sure your application is polished, comprehensive and error free.



Do your research. Know what you want out of the experience and where you want to be.



Be true to yourself and let your talents and uniqueness shine.



Consider your Wi-Fi connection and virtual background.

#WHERETHEBESTGETBETTER



MADELEINE ANDREW-GEE

Associate

On writing a clear and effective cover letter...

A cover letter is a great example of written advocacy. Just like a factum, a cover letter should be brief, specific, and the best points should go first.

A well-written cover letter will effectively answer two basic questions: "why do you think you're a great candidate for the position?" and "why are you interested in the firm?". Before you begin writing, create a point form outline response to these questions. This should make starting to write less daunting and if you eventually encounter writer's block, you can go back to this list and re-orient yourself.

Your cover letter should also meaningfully expand on the experiences outlined in your resume. It's tempting to address as many of your experiences as possible but a better strategy is to focus on telling the reader something new about a few experiences that are most impressive, unique, or simply your favourite to talk about.

Finally, explaining your interest in the firm is still an opportunity to talk about yourself. Avoid flattering the firm and instead draw links between your experiences and interests with the firm's work or student program.



DEREK HOOPER

Associate

On taking the opportunity to learn more about the firms you're interviewing with...

Remember that the interview process is also your opportunity to learn more about the firm and whether it is the right fit for you. Don't get distracted by the buzzwords: rotations, culture, full-service or boutique, etc. Take a few days, step back from the law, and think about what would make you happy and fulfilled at any job. I was amazed at how much clarity this approach gave me. It helped guide questions I asked at interviews and was ultimately how I decided to come to Lenczner Slaght.



Manage expectations with others in your household so they respect your need to focus.



Conduct practice interviews – be comfortable with the format.



Be prepared to speak to anything on your resume.



Relax and recharge between interviews when you can.

Testimonials



SAHAR TALEBI
Associate

On choosing our firm for the hands-on experience...

As a student I realized that litigation is the kind of skill that you learn by doing. In doing my research, I focused on where I felt I would receive the best training as a litigator. The caliber and variety of the work, the hands-on experience, and the fact that I would be learning from some of the leaders in the profession, were all factors that I considered in choosing Lenczner Slaght. Here, students get the resources and support of a big full-service firm, along with the opportunity to be a part of small matter teams, allowing them to cultivate their litigation skills early on.



MINA ALAM
Articling Student 2025/2026

On the motivating and rewarding work at our firm...

Summer student tasks are substantive and meaningful, and there is no shortage of student work. When you are asked to work on a file, you instantly become part of the litigation team and are relied upon for tasks such as legal research, drafting submissions, attending court and examinations, and reviewing key documents. Your work is usually used by the lawyers immediately, and since it contributes to the progress of the file, you often receive feedback in real-time. As a result, you grow and improve quickly! It is both motivating and rewarding to be trusted and supported by the team members you work with every day.



SARAH GUPTA
Associate

On why it was important to see meaningful representation of women at our firm...

One of the reasons I chose Lenczner Slaght was that I met a lot of women in leadership roles within the firm. The fact that women who had come before me had succeeded was a key consideration for me because that meant I too could succeed at Lenczner Slaght. As an associate, I have continued to receive guidance and mentorship both formally and informally from the various female leaders. Lenczner Slaght values diversity. I'm happy to be working at a firm where that kind of outlook is embedded in the cultural fabric of the organization.



SEAN LEWIS
Partner

On how our student program prepares you to be a lawyer...

What you do as a student and then as an associate evolves but doesn't actually change significantly, which is a testament to how progressive our student program is.

At a high level, your role changes from being task-focused as a summer and articling student to being more file and client-focused as an associate. Given the short window of the summer, most student assignments are discrete tasks based on what assistance a file needs at that particular time (e.g., discovery prep, research and drafting, attending and supporting a trial or hearing, etc). Since articling is longer, you become more involved with different parts of a file. Then, as an associate, you take on the role of file manager charged with moving the file forward, including litigation strategy, communicating with counsel, preparing court materials, and conducting examinations for discovery.

Providing hands-on experience and giving students responsibility on a given file is important to our firm. This type of approach allows students to be well prepared for becoming an associate and gives a level of confidence to do the real lawyer work early on. That sense of confidence stays with you.



REBECCA JONES

Partner

On our commitment to mentorship...

Our students, associates and counsel represent the next generation of leaders in our firm. As partners and mentors, it is important to us that we provide them with the tools and opportunities that allow them to grow. Our focus is on helping them succeed by teaching, giving and receiving feedback, motivating, and listening. Overall, our approach to mentorship is holistic and both formal and informal. Every student and new associate is paired with a mentor who may share a common practice or personal interest, have an alumni connection, or perhaps have made a strong connection in the recruitment process. We also strongly believe that mentorship is a relationship, not a one-way engagement. We encourage our mentees to be active participants in the process.



CHRIS YUNG

Partner

On our open-door policy and culture of learning...

When students think of mentorship, they tend to focus on formal mentoring programs. Those programs are a mainstay of lawyer development, but it's also important to think about the role that informal mentorship can play. Informal mentorship is a product of a firm's culture and general receptiveness of everyone to spend that little bit of time to invest in each other's knowledge and skill base. I think our firm does a great job of promoting an open-door culture where we learn together, through our many educational sessions, our practice groups, or just talking about our cases over lunch. This helps everyone to discover that for any type of case, problem or situation, there's one (or several!) people at the firm who will be the perfect go-to for advice, or just to be a sounding board for new ideas.



ANNA MCALLISTER

Summer Student 2024

On our collegiality and commitment to working hard and having fun...

During the recruitment process, one of the biggest things that drew me to the firm was that everyone I met seemed welcoming, friendly, and really fun to be around – which all proved to be true! Over the summer, I learned that being a litigator can mean having an unpredictable schedule, but it is absolutely worthwhile when you're working with a team that is committed to making the experience fun while supporting the development of the skills that you need to be successful. Summer is flying by and I am learning a lot with the help of my mentor, the lawyers at Lenczner Slaght, the Student Committee, and all the legal support staff.



ADHI REZA

Senior Manager, Marketing & Business Development

On our profile-raising opportunities for students...

We are always looking for ways for our students to engage in our marketing programs at the firm. Whether it's encouraging them to co-author an article on a recent case decision, write a blog post on the key takeaways from a CLE event they attended, or profiling them on our social media accounts, it's important to us that students participate in, and benefit from, our various profile building activities – after all, they are part of the team!

About Us

Widely recognized as Canada's leading litigation practice, we represent clients' interests in some of the most complex, high-profile cases in Canada. We represent a diverse roster of clients, from leading multinational technology and pharmaceutical companies, to some of Canada's largest financial institutions, to professionals, executives, business owners and public figures. We also appear before all levels of the courts in Canada, arbitration panels, administrative bodies and regulatory tribunals. Every member of our firm is committed to ensuring that we deliver the highest quality of advocacy to our diverse group of private and public clients.

30+

Years serving clients as expert litigators

25

Years at the centre of the Lexpert® Bull's-Eye, Commercial Litigation – Toronto

Band 1

Chambers Canada 2026 Dispute Resolution: Ontario

"[Lenczner Slaght] has a reputation as the best litigation firm in Canada. It has a team of strategic, engaged and experienced lawyers, from the most junior to senior."

Chambers Canada

"The service we have received [from Lenczner Slaght] is top-notch. They are the best we have worked with. We retain world-class firms, and we see Lenczner Slaght as world-class."

Chambers Canada

"The firm made a real commitment to advancing people from all different backgrounds. I was pleased to see them give opportunities to juniors that really allowed them to grow."

Chambers Canada

WHAT DIFFERENTIATES US?

We're courtroom advocates, first and foremost. We know courts, and the courts know us.

We are committed to excellence — today and in the future — for ourselves and for our clients. We have a sophisticated and growing business team that includes professionals in disciplines such as marketing, business development, client operations, pricing, knowledge management, recruitment, professional development, and strategic planning.

We are dedicated to promoting and advancing inclusion, diversity, equity, and accessibility in our workplace and in the legal profession. We have developed several award-winning initiatives, including application anonymization in student recruitment to decrease barriers for diverse candidates and ReferToHer®, a program aimed to balance the scales on referrals for female lawyers.

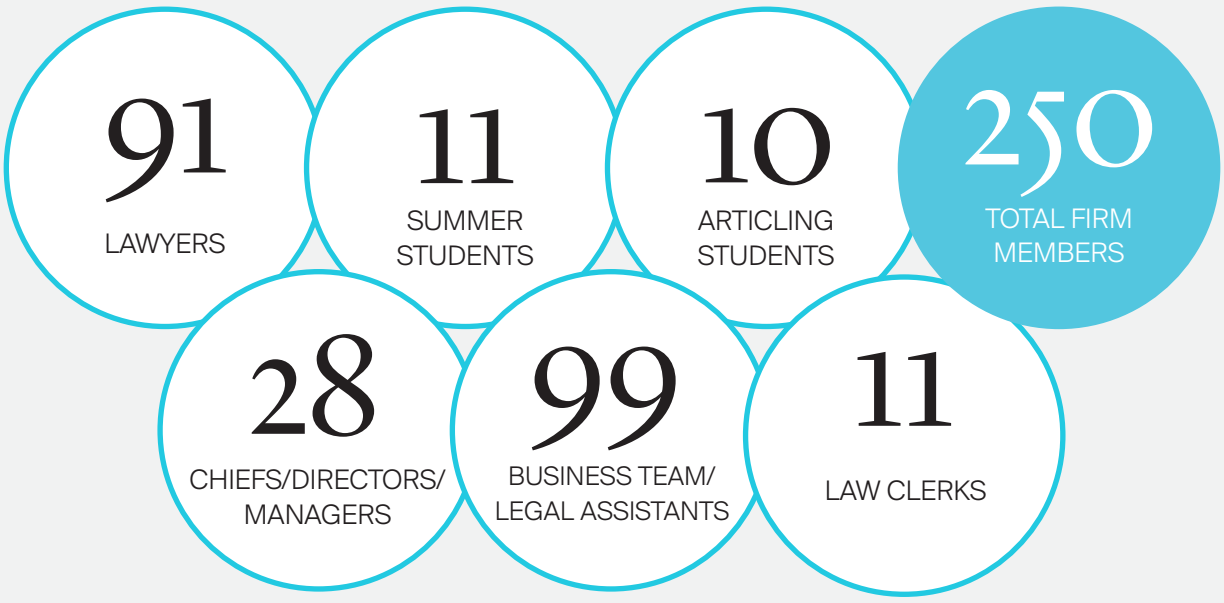
We also make continuous process improvement and innovation a key strategic priority. Learn more about our forward-thinking programs on www.litigate.com.

OUR INTERNAL PROGRAMS

Our students participate in numerous team building and learning and development opportunities throughout their time at the firm. This includes:

- **Lenczner Slaght Ignite** – This is our best-in-class program that provides training and professional development to our lawyers, students, clerks, and business teams to ensure excellence in everything that we do.
- **Ignite Bites** – A bi-weekly micro-learning series covering a wide range of advocacy-related topics.
- **Practice Points** – Once a month, our lawyers, students, clerks, and business team members join together to listen to firm members or special guests present on a case, sharing key litigation strategies and lessons learned.
- **Social Events** – With the goal of fostering collegiality and integration within the firm, our students participate in a variety of social events including volleyball matches, BBQs, sailing, picnics, etc! During the pandemic, we pivoted quickly and hosted over 100+ virtual firm events including town halls, trivia nights, virtual yoga, wine tastings, cooking lessons, and more!
- **Litigation Lunches** – Once a month, our lawyers, students, clerks, and directors get together to discuss work or other interests over lunch, a valuable and consistent opportunity to build and strengthen relationships.

OUR PEOPLE



/LencznerSlaght

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