

Welcome to the Career Development Office!

The Career Development Office (CDO) is a dedicated team of professionals committed to supporting Queen's Law (QL) students with navigating their career paths and achieving professional success. The CDO team has extensive experience in legal recruitment and professional development.

Our Goals:



Help our students understand their values, interests, personality, and strengths and discover employment options that align with these



Provide professional, relevant, responsive, and timely services to help our students make informed career decisions and reach their individual goals



Ensure employers consider QL students when hiring

Meet the Team:



Julie Banting: Director, Career Development
jbanting@queensu.ca; Room 401C

Julie believes in a holistic approach to career development and demonstrates a commitment to customized support. Julie completed her Master of Education in Counselling at U of T. For the past 21 years, she has worked in a variety of University's career services and in 2012, joined the Career Development Office at QL where she has worked as a Career Counsellor and Director of Career Development. In her spare time, she enjoys hiking with her two Irish Terriers.

Mike Molas: Law Career Counsellor
michael.molas@queensu.ca; Room 401A

Mike takes the same conscientious and impassioned approach to legal career counselling as he did to legal advocacy. After articling with a leading criminal defense firm in Ottawa, Mike was called to the Ontario Bar in 2015. He has over 10 years of career development experience. Mike is also a huge Lord of the Rings fan and is always looking to add a new piece to his collection of books, art, and autographs.



Nicole Lynn: Coordinator, Career Development
Nicole.lynn@queensu.ca; Room 401B



Nicole is dedicated to supporting the CDO and Queen's Law students as they navigate their career paths and prepare for successful futures in law. She completed her undergraduate at Saint Mary's University in Halifax, NS and holds a diploma in Human Resource Management from McMaster University. She is passionate about fostering connections between students, employers and alumni and is excited to be a part of the Queen's Law community. In her spare time, Nicole enjoys hiking and dabbles in photography.

The CDO also has a team of upper-year students dedicated to helping their peers on resume, cover letter, and interviewing skills.

Our Services:



Programming:

The CDO hosts panels and workshops which provide information on:

- Self-assessment and career exploration
- Strategies for managing formal summer and articling recruitment processes and self-driven job searches
- Interview preparation and professional relationship building

Counselling:

The CDO offers unlimited individual career counselling appointments:

- Which build on the information from our programs and Document Library
- The student team can review resume and cover letter drafts and conduct mock interviews
- Appointments can be booked through Career Service Manager (CSM)



Relationship Building:

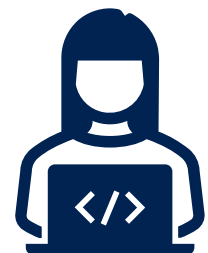
The CDO facilitates a variety of opportunities for current students to build relationships with QL Alumni and employers, which include:

- Career and networking events
- Shadow Day program and more


Resources:

The CDO provides on-demand access to resources for QL students, such as:

- On-line Career Services Manager (CSM) which contains on demand resources listed below
- Comprehensive informational resources on specific aspects of career development in the Document Library



On-Demand Resources:

CSM Resources	Resource Content	How to Access
Job Postings	View summer and articling job postings from across Canada	<ol style="list-style-type: none"> 1. Login to Career Services Manager (CSM)  <ol style="list-style-type: none"> 2. Explore the main page of CSM to find the most popular tabs
Document Library	Access tip sheets and informational videos on career topics such as Self-Assessment, Resume and Cover Letter, Interview Preparation and Recruitment	
ProNet	Connect with some of the 500+ alumni and upper years to arrange informational interviews	

The Pathways You Can Explore with Us:

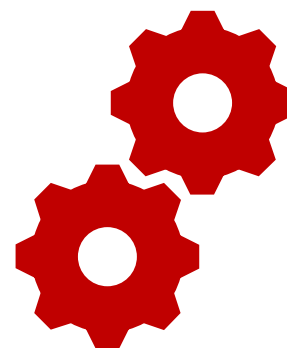
Types of Careers	Areas of Law
<ul style="list-style-type: none"> • Private Practice • In-House • Social Justice • Public Sector • JD Advantage 	<ul style="list-style-type: none"> • Aboriginal • Civil Litigation • Corporate • Criminal • Human Rights • Tax • Family • Health • Intellectual Property • Labour & Employment <p style="text-align: center;">And so many more!</p>

Welcome to Your Career!



Deciding to go to Law School might be the most important step in your legal career, but it is far from the last. As you progress through Law School, the CDO is here to guide and support you through this journey.

Effective career development is a combination of many parts including: career development workshops and events, navigating different job search options, academics, and co-curriculars. Combined these experiences will allow you to discover what is important to you, interests you, and allow you to begin exploring what your legal career might look like!



Each Year of Law School has a unique Career Development Theme:

Year One: Self-Assessment and Career Exploration

Year Two: Job Search and Network Building

Year Three: Goal Refinement and Post – JD Preparation

Below is a semester-by-semester overview which offers a preliminary look at the relationship between these different parts and how they fit into your journey at Queen's Law and your legal career development.

First Year - Fall Semester:

Theme	September	October	November	December
Career Development Workshops		Introduction to the CDO	-Discovering your Career Path in Law -Resume/ Cover Letter Pathway -Introduction to Summer Options	
Career Development Events			Eastern Ontario Employer Reception	Shadow Program Applications Due
Formal Recruitment		Ottawa Intellectual Property Summer Recruitment (for STEM backgrounds)	Eastern Canada Summer Recruitment	
Career Related Tasks	Familiarize yourself with CSM		- Complete self-assessment -Update resume and cover letter	Consider applying for the Shadow Program
Academics	Investigate the Tutoring Program	Mid-terms for one-semester course(s) and assignments	- Attend the International Law Program session -Prepare for exam(s) and midterms	Exam(s) for one semester course(s) and midterms for full-year courses
Extra-Curriculars and Community	-Attend the Club Fair -Attend the Queen's Legal Aid Clinic, Journals, and PBSC information events	Participate in planning and coordinating your club events, and attending others		

First Year - Winter Semester:

Theme	January	February	March	April
Career Development Workshops	Interview Fundamentals	Introduction to Public Interest Internships	Introduction to 2L Formal Recruitment	
Career Development Events		Shadow Day		
Formal Recruitment	Alberta, Toronto, London, Kitchener, Waterloo summer recruitment			
Career Related Tasks	Book an appointment with the CDO to discuss your goals, strategies, and application materials	Consider applying for a public-interest internship	Continue to explore summer options	Complete the summer options survey
Academics	International Law Program Applications due	-Consider applying to Queen's Law experiential learning opportunities -Mid-terms and assignments	Prepare for exams	Exams
Extra-Curriculars and Community	Participate in planning and coordinating your club events, and attending others			

Student Spotlight: Shadow Day

As a first-generation law student, I had never set foot in a law firm until I participated in the Queen's Law Shadow Day Program. I was fortunate to be paired with a lawyer practicing in an area of interest to me, who gave me a tour of the firm and shared a meal with me. The candid conversations we had about Queen's Law, recruitment processes, and career development were invaluable to me as I moved forward in my legal path.

My positive relationship with my shadow host has persisted, and Shadow Day was a crucial first step in building my legal network and honing my relationship-building skills. -Stella Danakas (LAW '27)



First Year – Summer:

Theme	May	June	July	August
Career Activities	<ul style="list-style-type: none"> -Prepare for Success Workshop -Discuss goals, strategies, and applications with CDO - Review options and conduct informational interviews 	<p>Submit your application documents for e-review by the CDO Summer Student</p>	<ul style="list-style-type: none"> -Connect for Success -2L Toronto Summer applications due 	<ul style="list-style-type: none"> -2L British Columbia and Alberta Summer applications due
Academics	<p>International Law Program</p>	<p>International Law Program</p>	<p>Course Selection Session</p>	<ul style="list-style-type: none"> -Academic Drop-In Counselling -Enroll in courses

Second Year - Fall Semester:

Theme	September	October	November	December
Career Development Workshops	<ul style="list-style-type: none"> - Interview Fundamentals - On Campus Interview Panels 	<ul style="list-style-type: none"> - Clerkship Session - Government Interview Panel - Toronto Interview week panel - Crim Crash Course 		
Career Development Events	Peer Mock Interviews		Eastern Ontario employer reception and Ottawa firm tour	
Formal Recruitment	Toronto/ Vancouver/ Calgary On - Campus Interviews	<ul style="list-style-type: none"> - Ottawa IP 2L Summer applications due - Vancouver and Calgary interview weeks 	Toronto interview week	
Career Related Tasks	Book a meeting with the CDO to refine your goals and path	Refine and practice your interview skill set	Begin preparation for Winter recruitment	
Academics	Moot Program tryouts	<ul style="list-style-type: none"> - Exchange Program Information Session - Possible Mid-Terms 	Prepare for Exams	Exams
Extra-Curriculars and Community	Consider taking on leadership roles or forming new clubs	Participate in planning and coordinating your club events, and attending others		

Second Year - Winter Semester:

Theme	January	February	March	April
Career Development Workshops	-Ottawa/Kingston OCI Panel -Interview Fundamentals	-Interview week panel -Public Interest Internships	Articling Q&A	
Career Development Events	Peer Mock Interviews			
Formal Recruitment	Clerkship and Ottawa, Kingston, London, Hamilton, Kitchener, and Waterloo	Clerkship and regional interview weeks		
Career Related Tasks	Book a meeting with the CDO to refine your goals and path Refine application material and prepare for interviews	Apply to summer opportunities outside the formal recruit		Begin preparation for articling recruitment
Academics		-Consider applying to QL experiential learning opportunities -Possible Mid-terms and assignments	Prepare for exams	Exams
Extra-Curriculars and Community	Attend Clubs Nights and plan events			

Second Year - Summer:

Theme	May	June	July	August
Career Development Activities	Alberta, Saskatchewan, Manitoba, Ottawa, and Ontario Other Articling -Applications and Interviews	-Ottawa and Alberta articling interviews -Vancouver and Toronto articling application due		Toronto and Vancouver articling interviews
Academic			Course selection session	-Academic Drop-In Counselling -Enroll in courses

Alumni Spotlight: Work/Life Balance

During law school, I was a caseworker for the Queen's Business Law Clinic where I provided legal services pro bono to small businesses. I was also an executive member of the Queen's Venture Law Society, and I volunteered as the Queen's Student Liaison for the Frontenac Law Association.

Now, I am an associate with Templeman LLP at their Belleville office where I practice primarily in corporate commercial and real estate law. I am on the board of directors of the Hastings & Prince Edward Law Association and am an executive member of the local organization Quinte Women in Business.

I have always maintained my regular long-distance running routine, and my spouse and I enjoy taking our dogs for long walks through our property on weekends. Making time for my physical health and for loved ones keeps me sharp, focused and happy. It has been critical to the success of my career! – Mary Alfredsson, JD '21



Third Year - Fall Semester:

Theme	September	October	November	December
Career Development Workshops		2L/3L Clerkship Sessions		
Career Related Tasks	Remain calm if you have not secured a job for after graduation; Approximately 30% of 3Ls haven't yet!	Reconnect with the CDO to develop a plan, conduct a self-assessment, and re-evaluate your career goals	Determine licensing requirements and deadlines in the jurisdiction in which you plan to work	
Academics	Moot Program tryouts	Possible Mid-terms and assignments	Prepare for midterms and exams	Midterms and Exams
Extra-Curriculars and Community	Consider taking on leadership roles or forming new clubs	Participate in planning and coordinating your club events, and attending others		

Third Year - Winter Semester:

Theme	January	February	March	April
Career Development Workshops and related tasks	Check CSM for posted articling positions	Develop long-term career goals with help from the CDO	Demystifying the Ontario Bar Exam	
Formal Recruitment	Clerkship Applications			
Academics	Apply to graduate from Queen's Law	Possible Mid-terms and assignments	Prepare for exams	Exams
Extra-Curriculars and Community	Attend Clubs Nights and plan events	Participate in planning and coordinating your club events, and attending others		

Staying Well in Law School:

While this journey is an exciting and rewarding one, it can also be challenging and demanding. Therefore, protecting both the wellness of your mind and body is imperative. The following resources are available to help you keep happy and healthy during this journey.



Programming:

You can sign up for the [Mental Health and Wellness in the Legal Profession course](#) offered by the Canadian Bar Association, which educates you about the common coping skills used by lawyers and their families for common stresses.

Helpful Links:

- Eat right on a budget and pack healthy snacks for long days on campus with [these tips](#).
- Visit the [Queen's Nutrition Blog](#) for great tips on eating healthy geared to students
- Visit the [QL Student Support Page](#) for a comprehensive list of resources to help you with health and wellness, personal support, and academic assistance



Counselling and Accommodations:

- Visit the Equity and Academic Success Coordinator if you need support with your mental or physical health
- Get the accommodations you need, be paired with an upper year in similar circumstances for support, and be referred to additional on-campus resources
- Seek support from [Queen's Student Wellness Services](#)

Facilities and Activities:

- Visit the [Athletics and Recreation Center \(ARC\)](#) and aim to get your weekly 150 minutes of exercise
- Prioritize sleep! Sleeping more than 7 hours per night improves your cognitive abilities, so putting in excessively long days can actually hurt your academic performance
- Practice mindfulness and try using a gratitude journal or meditation

