

Like your
parents and
professors,
we have big
plans for you.

Student Program

BD&P | Burnet,
Duckworth
& Palmer LLP
Law Firm

A firm that
takes as much
pride in your
career as
you do.

A great start to your law career.

Deciding where to summer or article can be a daunting process. What may be one of the most important decisions you will make in your professional life often occurs when you are new to the legal world, with little insight into the differences between one law firm and another. Career guides, rankings and rating systems can start to make law firms look the same, even though they are not. How do you choose the firm that fits you best?

We know that you are facing some difficult choices and want to give you as much information as possible to help you in your decision. Speak to our students, our lawyers, your professors and classmates to get a sense of BD&P's 'personality' and reputation, and to understand what differentiates us from other firms.

You have made a huge investment in your future by going to law school. If you join BD&P, we look forward to giving you a return on your investment. If you are interested in exploring a summer or articling position at BD&P, or simply learning more about us, please contact us. And don't hesitate to ask us anything.

Good law firms
are a collection
of really great
students.

We're very
student friendly.

It's no secret that BD&P has a long tradition of working with the country's most promising law students. Our reputation as one of Western Canada's leading law firms has been earned and sustained over the past century by providing legal services that are second to none. As one of Alberta's largest law firms, BD&P is able to provide students with work that intersects with virtually every business, industry and government sector. And with a talent pool as deep as ours, we're able to maintain a unique and enviable niche in the market and consistently provide the best work to the best clients on the most interesting matters. And that's all great news for you.

In addition to meaningful work, BD&P has an energetic, forward thinking culture that encourages individuality, collaboration, ingenuity and common sense. People who work here describe it as team-oriented and non-hierarchical, where a high degree of respect is given to every member of the firm. As a summer or articling student, you'll get the same respect, giving you more confidence, and yes, more opportunity too.

We recognize that our greatest asset is our people and that our future success depends on our ability to attract and retain the right individuals. Our student programs are designed to provide the support and mentorship you need to succeed, not only as a student, but as a future associate and partner as well. During your summer or articles, you'll work closely with and draw upon the experience of our partners and associates on a wide range of matters for a variety of clients. You'll be treated as an equal, so that you grow into a confident, experienced lawyer. Because when you succeed, we do too.

It's simple.
One day you're
learning from a
successful partner,
the next day you
are one.

Articling student program.

BD&P understands the articling process involves a significant commitment from both you and the firm. Our focus is to ensure you get the best legal training and experience possible, in a positive and dynamic setting. We'll help you develop the technical, practical and analytical skills you need to be a successful lawyer. By the conclusion of your articles, you'll be prepared for the role of a successful associate and future partner at BD&P. Your experience will be eventful, purposeful and intense, as well as rewarding and fulfilling.

Rotation System

We believe articling students should be fully integrated into all aspects of the firm throughout the articling year. At BD&P our rotation system offers direct exposure to all the major practice groups within the firm. There are four rotations in total, with two in each of our litigation and corporate groups. Students physically move offices four times, immersing themselves in different practice groups and working closely with many different members of our team. The goal of our rotation-based program is to provide students with the best access to all areas of BD&P's practice, giving them a well-rounded articling experience. By working directly with associates, partners and clients throughout the year, our students accelerate their development and experience incredible growth in their practice skills.

Mentorship

In addition to the Principal who directly supervises your progress as an articling student, the firm teams up students with senior associates or partners who mentor the students in all aspects of practice development, and ensure that each student receives a diverse range of high-level work and client exposure.

Get answers
to the gazillion
questions you
didn't ask in
school.

Professional Development

In addition to the Principal and Mentor, BD&P has a strong Student Committee that oversees the general development of all of our students. The Student Committee coordinates our structured in-house educational programs that help prepare students for the legal profession and also serves as a sounding board for articling students.

Feedback

Students receive informal feedback throughout the year in relation to all aspects of their work. Formal reviews are conducted at fixed intervals to ensure students are fully informed of their progress and are involved in the evaluation process.

Balanced Life

We recognize that there is more to life than the practice of law. So in addition to academic and philanthropic pursuits, firm members are encouraged to participate in a variety of firm-sponsored community and charitable activities throughout the year. With avid runners, skiers, golfers and hockey players in the firm, our lawyers' personal activities reflect a broad range of individual interests. Throughout the year, events and activities are planned, including Friday afternoon pick-up hockey, daily running, ski trips, golf tournaments, firm recreational activities, formal and informal dinners and numerous other social activities. And many of our annual activities are oriented towards families, including the Christmas party and the summer picnic. These social events help build camaraderie, enhance the overall working environment and help keep life in balance.

We've spent
100 years
building our
reputation.
You can build
yours over the
summer.

Summer student program.

Spending a summer working at BD&P is the perfect way for first and second year students to gain practical legal experience and exposure to a variety of practice areas. It's also the best way to get a sense of the firm's culture and working environment, and understand first-hand what day-to-day life as a lawyer is like.

Our summer student program, which runs from May through August each year, has a strong record when it comes to summer students returning as articling students. The truth is, summering with us is a great opportunity to lay the groundwork for your articles.

Rotation System

As a summer student, your work will be very similar to that of an articling student, with an emphasis on relevant, substantive work and as much client contact as possible. Summer students rotate through two different offices and practice groups in order to broaden their experience within the firm and work closely with lawyers from different areas of the firm.

Mentorship

Like the articling program, summer students are teamed up with either a partner or a senior associate who mentors the student, provides feedback and ensures the student is getting career guidance, advice and support throughout the summer. Mentors are also there to ensure students are working on a variety of files as their summer progresses.

Review and Feedback

Summer students are reviewed twice: once at the mid-point and more formally at the end of the summer. For both review periods, feedback is gathered from all lawyers with whom the student worked. The feedback is a contributing factor when deciding whether to offer students an articling position with the firm.

FAQs

What characteristics does BD&P look for when hiring summer and articling students?

We don't take a "cookie cutter" approach to hiring. While academic ability and excellent interpersonal skills are obviously important, our goal is to find people who are the best 'fit' for BD&P. 'Fit' is that rare combination of skills, intellect, experience, values and ability, which are all critical to your success here. In addition to analytical and technical skills, we consider the ability to build and maintain relationships with peers and colleagues to be very important, too.

How many students do you hire?

We typically hire 5 - 8 summer students and 5 - 8 articling students each year. The numbers vary depending on the needs of our office and the suitability of the students we interview.

What is your hireback history?

Stretching back many decades, BD&P has had extremely high hireback rates. We're proud of that history and do not expect this practice to change.

What is the culture at BD&P?

The culture of the firm is something we're really proud of. We're friendly and dynamic. We're proud without being pretentious. And we tend to suit people who are motivated self-starters. Because we never hire more students than we need, the working environment for students is collegial and team-oriented. While there isn't a strong competitive spirit internally, we are very competitive in the marketplace.

Do students have billable hours targets?

Summer and articling students do not have targets to meet. At this stage of your career, students are expected to work hard and learn as much as possible. Intelligence, a strong work ethic, a genuine interest in meeting challenges and excellent interpersonal skills are characteristics we hope to see in all our students. We only use billable hours as an indicator that students are receiving sufficient work. That's all.

What can I expect to be paid? Will I receive benefits?

BD&P offers students salaries that are commensurate with other major Calgary law firms. Articling students enjoy a full benefits package, and the firm pays for all related CPLED, Bar Admission, Articling and Law Society of Alberta fees.

How many lawyers does BD&P have, and in which areas of law do they practice?

We have approximately 120 lawyers practicing in the following areas:

Alternative Dispute Resolution

- Commercial Arbitration
- International Commercial Arbitration
- Investor-State Arbitration
- Mediation

Anti-Corruption & Bribery

Aviation

Banking & Finance

- Banking
- Project Finance

Business Immigration

Commercial Real Estate

Commercial Transactions

- Acquisitions, Mergers and Divestitures
- Commercial Agreements
- Corporate Reorganizations
- Joint Ventures and Other Business Combinations

Competition/Foreign Investment

Construction

- Construction
- Construction Litigation

Employment & Labour

- Employment
- Labour

Energy

- Energy
- Energy Litigation

Franchises, Dealerships and Distributorships

Government Relations

Insolvency & Restructuring

Intellectual Property

- Banff Venture Forum Sponsorship
- Copyright
- IP & Technology Litigation
- New Media, Entertainment & Content
- Patents
- Technology Transfer & Licensing
- Trade Secrets
- Trade-marks

Litigation

- Class Actions
- Commercial & General Litigation
- Construction Litigation
- Energy Litigation
- IP & Technology Litigation
- Occupational Health & Safety
- Personal Injury
- Securities Litigation
- Tax Litigation

Privacy, Electronic Documents and E-Discovery

Regulatory

Securities, Mergers & Acquisitions

- Capital Markets
- Corporate Governance
- Hostile Proxy Contests
- Mergers & Acquisitions
- Securities Litigation

Taxation

- Tax
- Tax Litigation

Technology

- E-Business & the Internet
- Software Development,
- Licensing & Outsourcing
- Technology Transfer & Licensing
- Trade Secrets

How do I apply?

Please send us a cover letter, resume and copies of transcripts from all post-secondary education programs you have attended.

For more information about our Student Programs,
please direct your inquiries to:

Kayleigh Evans-Irvine

Human Resources & Student Recruitment Coordinator

(403) 806-7893

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