

## **READING AT GREENWAY CHAMBERS**

### **ABOUT GREENWAY**

Greenway opened in 2016. From inception, the floor has sought to improve upon the best traditions and practices of the Bar by reference to contemporary expectations, adopting new and innovative ideas.

We provide regular, interactive CPDs and actively seek feedback from attendees. The floor's CPD program has acquired a reputation among solicitors for its currency and its practical application to a solicitor's practice. We deploy the latest technology to enhance the delivery of our seminars, including live-streaming CPDs for remote viewing.

We have a sophisticated online and web strategy. We have a good online presence with social media, and have a growing subscriber base receiving our updates and information about CPDs, events and social programs.

Longevity at the Bar is fuelled not just by intelligence but by the physical and emotional resilience of counsel, and this means Greenway members take a holistic approach to life at the Bar. We encourage an inclusive atmosphere that fosters well-being at work - examples are seen in our yoga and cycling groups. The floor has 42 members, licensees, and places for two new readers each year and we are committed to supporting and encouraging diversity at the Bar. The floor strongly encourages women, LGBTI lawyers, and those from non-traditional cultural and religious backgrounds to apply to read on the floor.

Our chambers were purpose-built to give effect to our priorities, our ideals and the needs of modern dispute resolution. The facilities include formal and informal meeting and work spaces. The facilities include a mediation centre that is heavily in demand for dispute resolution including mediations, reference and arbitral hearings and informal settlement conferences. Our large common spaces facilitate collaboration between members and foster regular socialising among them and staff. The facilities allow us to host large functions of more than 300 people.

### **WHAT WE EXPECT FROM READERS**

Readers aspiring to join Greenway ought to know about the floor and its members, and have identified with whom they may wish to read. Greenway requires its readers to have at least one on-floor tutor. This can be arranged if necessary. It is suggested to readers that their second tutor is from another set of Chambers.

Readers will be expected to contribute to the intellectual development of the floor and their chosen areas of law including by attending CPDs, publishing papers and delivering CPDs,

both in-house and externally.

Readers are expected to work with most barristers on the floor at some stage during their reading year. We encourage Readers to embrace the readership opportunity to diversify their practice and increase their professional development.

Readers are expected to read and comply with floor policies and procedures and to take advantage of the support offered by members and chambers' staff to develop and advance their practice.

## **WHAT READERS CAN EXPECT FROM US**

We provide a working space with access to all of the technology that services Greenway.

We do not charge readers rent or licence fees. Readers pay only their disbursements during their reading year.

The floor aims to provide at least 100 hours of paid work to readers during their reading year, as well as feedback about that work.

Readers can expect to be given the opportunity to remain at Greenway as a licensee for at least one year at the completion of their reading year, provided they have demonstrated that they have the capacity, attitude and personal attributes to become a member of the floor. If readers become a licensee of the floor after their reading year, they will be required to pay licence fees.

Readers can expect support and advice in development of their practice. As set out above, we provide the opportunity for readers to present CPDs and publish papers in their areas of expertise and participate in in-house CPDs for our members only. We host events that provide networking and business development opportunities. You will have regular contact with other legal practitioners which aids in the sustainability of your practice and professional development.

We will encourage and support readers to think creatively about how they engage with all those who are essential to ensure a thriving practice, including family, Chambers' staff, clients, and other barristers.

In all, Greenway's approach is to ensure that your decision to go to the Bar will be fully supported and to give you the best chance at success.

## SELECTION PROCEDURE

The form and content of applications are addressed below, under 'Applying to read at Greenway'. The selection criteria described below should inform your application.

The floor assesses candidates principally on five criteria:

- 1 Legal experience** - This section should address your direct engagement in the legal profession as a lawyer or trainee lawyer.
- 2 Advocacy experience** - We are interested to know what direct or indirect involvement you have in advocacy.
- 3 Other work experience relevant to the Bar** - This could include any other non-legal work including company directorships, executive/consultant work, teaching or the like.
- 4 Academic achievement** - Please provide copies of your transcript/s.
- 5 Exceptional factors** - We would like to understand more about you as a person: your personal/professional resilience, challenges you have faced, and any unusual/exceptional life experience. These factors can include diversity, disability, pro bono activities, volunteering, work abroad, family circumstances, overcoming a personal crisis, raising a family, sporting or cultural achievements. You should not consider this list exhaustive.

In addition to those criteria, we will evaluate the clarity and expression of your application itself - we are looking for an engaging, succinct and well-presented application.

### Interviews

Shortlisted candidates will be interviewed. The interview is an opportunity for us to better assess applicants. Our focus during the interview will be on the following matters:

- Professional skills and experience - intellectual and advocacy ability.
- Interpersonal skills - relating to clients, colleagues, and employees.
- Professional approach and rationale - congruence with Greenway values including intelligence, integrity, and innovation.

Interviews are also an opportunity for a reader to find out whether the floor is a good fit for

them and we encourage people to come prepared with their questions.

## **GREENWAY READING INFORMATION EVENING**

Greenway will hold a regular information evening in June/July every year. We would recommend that you come to one of these evenings to meet some of our members, staff and our clerk. Members will provide tips on coming to the Bar from their own experience, and there will be information regarding the floor's activities and aspirations.

Details of how to register for the next Information Evening can be obtained from our clerks Sharni McPhee and Matthew Hudson:

- [sharni.mcphee@greenway.com.au](mailto:sharni.mcphee@greenway.com.au)
- [matthew.hudson@greenway.com.au](mailto:matthew.hudson@greenway.com.au)

## **APPLYING TO READ AT GREENWAY**

You need to apply approximately 15 months before you intend to start at the Bar. The cut-off date for applications is 31 January for the May intake the following year and 30 June for the September intake the following year.

Greenway will notify those to be interviewed within about two weeks of the cut-off date and will aim to have selected a candidate within a calendar month. A shortlist will be kept and further offers may be made at the complete discretion of Chambers.

If you are a successful candidate, you should sit the Bar exams 9 months before your start date and advise Greenway that you have passed. If you do not do so, your position may be given to someone else. You are to undertake the Bar Reading Course that ends immediately before your start date.

To apply to read at Greenway, you will need to provide a PDF of your covering letter and your curriculum vitae. Both documents should address the information as required below.

Your covering letter should address the following matters:

1. Why you have decided to come to the Bar.
2. The selection criteria set out above, addressing, in particular, relevant learning experiences that you think will assist you at the Bar.
3. Why you wish to read at Greenway.
4. What you anticipate your areas of practice to be and what other areas of practice you are interested in developing.
5. Any other matters you wish the selection committee to take into account.

Your CV should:

1. Set out your employment history addressing your legal-related experience and advocacy skills;
2. Set out any other experience which you think is helpful to you in your life at the Bar (explaining why).

Your application should also:

1. Include certified copies of your higher education qualifications (including your academic transcript); and
2. Provide at least two referees, along with their telephone contact details.

## **FURTHER INFORMATION**

For further information on the process for applying further, please contact our clerks Sharni McPhee and Matthew Hudson:

- [sharni.mcphee@greenway.com.au](mailto:sharni.mcphee@greenway.com.au)
- [matthew.hudson@greenway.com.au](mailto:matthew.hudson@greenway.com.au)