



Bay Street Hiring was Bloodbath this Year

UTLaw, Queen's, & Western hold steady, but Osgoode and Ottawa take major hits

ULTRA VIRES EDITORIAL BOARD

THE GOOD TIMES ARE NOT COMING BACK.

Total hiring on Bay Street has fallen sharply yet again. 351 students were hired this year, compared to 379 in 2012, 403 in 2011, and 444 in 2010. This persistent negative trend is exacerbated by rising tuition rates and class sizes at many Ontario law schools.

These figures include returning 1L hires, who make up an increasing proportion of Fall Recruitment hires, which masks the extent to which people who participated in this year's process were unable to obtain an offer.

Hiring fell significantly at Osgoode and Ottawa, while UTLaw, Queen's, and Western held steady. It is unclear what effect UTLaw's new grading system has had on hiring. We gained five hires from last year's record low, but a huge proportion of our hires were combined JD/MBA students still on the old grading system.

The 2013 Fall Recruitment Special relies on data from two sources: 1) data from the firms about how many students they hired from which schools, and 2) our own internal survey sent to everyone at UTLaw who was eligible to complete the OCI process. Our internal survey had an 85% response rate, making its results very statistically reliable.

Nevertheless, there are limits to our data. We don't have data about how many students from each school actually participate in Toronto recruitment because schools aren't willing to share this data. If you think it would be helpful, lobby your school's Career Development Office.

This year, we removed the questions rating individual firms because there were not enough responses for any particular firm to make the results statistically valid, and because students found this information only marginally useful.

Instead, we focused our questions on the process itself, the stress it produces, and the cavalier violation of the LSUC rules. We're putting the full set of responses to open-ended questions on our website, so no one can say that we cherry-picked the salacious bits for this issue.

For a profession that specializes in rules and systems, the Toronto hiring system is laughably bad. There isn't enough time to schedule in-firm interviews, and firms demand signals from students who cannot possibly have a basis for preferring one firm over another. Several students commented that New York's hiring process makes much more sense.

Job Distribution by Firm and School

<i>Firm</i>	<i>Total 2013 Hiring</i>	<i>UT Law</i>	<i>Osgoode Hall</i>	<i>Western</i>	<i>Queens</i>	<i>Ottawa</i>	<i>Windsor</i>	<i>McGill</i>	<i>Dalhousie</i>	<i>Other</i>
Aird & Berlis	8	2			3	2	1			
Baker & McKenzie	4				1	1		2		
Bennett Jones LLP	16	2	5	3	2	1	1	1		1
Bereskin & Parr	5	2		2						1
Blake, Cassels & Graydon, LLP	37	16	7	3	4		1		4	2
Blaney McMurtry LLP	7		3			2	1		1	
Borden Ladner Gervais LLP	22	6	6	2	2	1	1	2	2	
Brauti Thorning Zibarras LLP										
Cassels Brock & Blackwell LLP	17	4	4	3	3		2		1	
Dale & Lessmann LLP	1	1								
Davies Ward Phillips & Vineberg LLP	13	5	4	2	1					1
Davis LLP										
Dentons LLP	11		3	2	1	2	2		1	
Dickinson Wright LLP	2			1	1					
Dimock Stratton LLP	2	1				1				
Fasken Martineau DuMoulin LLP	10	2	3	1	1	1	1	1		
Filion Wakely Thorup Angeletti LLP	4	1	1		2					
Fogler, Rubinoff LLP	5	1	1		1		1	1		
Gardiner Roberts LLP	5		2			1	2			
Goodmans LLP	13	5	2	4	1		1			
Gowling Lafleur Henderson LLP	16	4	3	2	4	1	1			1
Heenan Blaikie LLP	11	2	3	1	1	1	1	2		
Heydary Hamilton PC										
Hicks Morley Hamilton Stewart Storie LLP										
Koskie Minsky LLP	4	2	2							
Lenczner Slaght Royce Smith Griffin LLP	6		2	1	1	2				
Mathews, Dinsdale & Clark LLP	3			3						
McCarthy Tetrault LLP	20	6	3		1	2	3	2		3
McMillan LLP	10	6		1	1		1			1
Miller Thomson LLP	9	1		1		3			1	3
Norton Rose Fulbright Canada LLP	19	3	3	3	5	2	1		2	
Osler, Hoskin & Harcourt LLP	17	5	3	3	2	2	1		1	
Paliare Roland Rosenberg Rothstein LLP	3	2			1					
Paul, Weiss, Rifkind, Wharton & Garrison LLP (NYC)	1	1								
Ridout & Maybee LLP (Toronto, ON)										
Shearman & Sterling LLP										
Sim IP Practice	1	1								
Skadden, Arps, Slate, Meagher & Flom LLP										
Smart & Biggar	3	1	1			1				
Stikeman Elliott LLP	18	3	6	4		2	1			2
Thorsteinssons LLP - Tax Lawyers	1	1								
Torkin Manes, LLP	2	1				1				
Torys LLP	17	5	6	2	1	1		1		1
WeirFoulds LLP	6	2	1		2			1		
Wildeboer Dellelce LLP	2		1		1					
2013 Total	351	94	75	44	43	30	23	13	13	16
Approx. class size (based on OLSAS)		199	290	165	165	304	220	178	170	
Approx. % of Class with Fall Recruitment Jobs		47.24	25.86	26.67	26.06	9.87	10.45	7.30	7.65	
2012 Total	379	89	89	43	43	39	28	18	14	16
2011 Total	403	96	83	53	47	36	27	27	18	16
2010 Total	444	104	99	55	43	44	44	25	15	15

What factors helped you obtain a job?

We ran an OLS regression based on the data obtained from our internal survey. The results were significant at a p value of 0.05. The model tested popular myths and rumours about what helped you get a job. We split the Fall Recruitment Process up into its components—getting OCIs, getting in-firm interviews, and getting job offers—to see which variables were relevant at each stage of the process. The results might surprise you.

What helps you get OCIs?

- Having a parent who is a lawyer
- Good 1L grades help a bit, especially having a few HHs

What helps you get job offers?

- Personality—being an extrovert had an even stronger positive effect at this stage of the game
- Once again, grades DO NOT help at this stage of the process.

What helps you get in-firm interviews?

- Personality—self reported extroverts were far more likely to turn OCIs into in-firms
- Grades don't help at all at this stage

What doesn't matter at all?

- Doing a law journal in 1L
- Having a BCom
- LSAT score
- Having a masters degree
- Gender
- Ethnicity

62% of all students participating in the process were hired

69% of students* with grades **above the 20th percentile**** and **84% of students above the 80th** were hired

39 students* reported receiving **no HHs** and **26** reported receiving **only one**; **24** reported receiving **three or more**

22 students* were hired **without reporting any HHs**

Only four students* reported having a **LP**

40 students* reported receiving **four or more Ps**; **half were hired**

88% of JD/MBA students participating in the process **were hired**

** ranked according to the faculty system: HH = 5 points, H = 4 points, P = 3 points, LP = 1 point (the median was 26 points)

How well do you think common signalling strategies worked?

Clearly they didn't work at all. Despite being invited back on Tuesday, and Wednesday, and for a dinner, there was still no offer. Students were told not to express interest if they were not serious about the firm. The firms didn't get that memo.

It doesn't hurt to use the strategies, though they may or may not help.

The whole '8:00 AM vs. 3:00 PM' (on Monday) and 'dinner vs. lunch' strategies aren't effective 'preference signalers.' All that says to a firm is that after OCIs, the student had a particular ranking. Shit changes when you're running around the financial district and dreading the thousands of thank you emails you'll have to send at midnight.

It was all a crapshoot in the end.

Explaining how much and why you want to work somewhere (provided they are real answers—and not generic ones) goes a long way. Interest is key.

Telling an employer they're your first choice is the most powerful tool available to students at the in-firm stage. It makes you a safe choice for the firm in that they won't burn an offer.

Telling a firm they were my first choice appeared to close the deal

Overall I think it is crucial in this process that students do whatever possible to sell themselves as a good candidate because the competition is so high. Other students are going to be strategizing, so you should as well.

I found that the scheduling of the interviews did not matter if the firms were really interested in you.

Scheduling a dinner was important with some firms I believe but I got the sense it was less important to other firms as long as you made an effort to schedule breakfast/lunch. Monday interviews were important across the board except for at one firm.

They worked exactly as planned.

Do you have any comments about the CDO's performance?

Too often did CDO advice amount to eliminating obviously poor strategies (i.e. don't do this rather extreme thing) without indicating some options for what might work best

CDO sessions focused heavily on the firm recruitment process, and some of the CDO staff were unable to properly answer questions about government and public interest positions. The CDO needs to do a better job of assisting all students, not only those who want to end up on Bay Street.

I have been much more impressed with the CDO's performance since Emily returned.

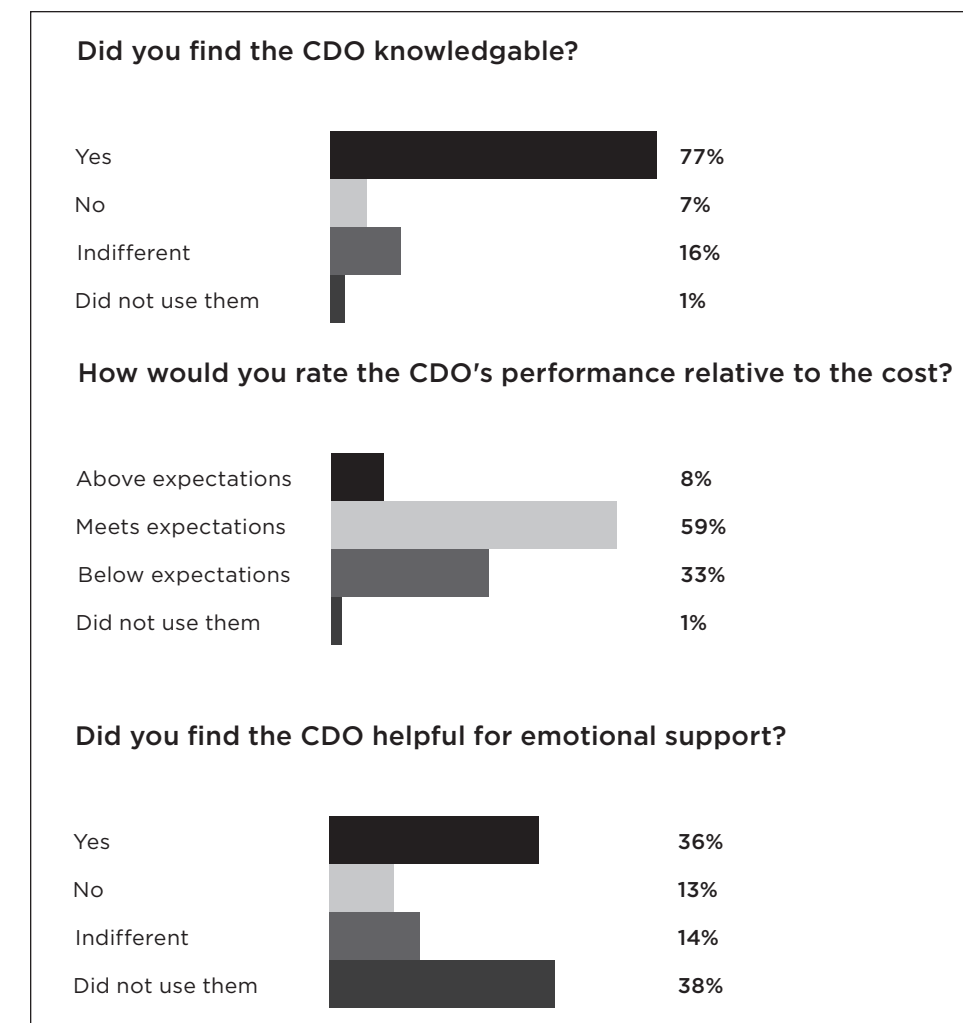
There's lots of prep seminars and resources, they're fine.

Emily, Jordana and Ann were fantastic throughout the entire OCI process.

For what we pay couldn't they just hire a headhunter?

The CDO was almost useless during the process. There are only two individuals available to give advice, and they were so overbooked that each student was limited to 30 minutes of their time. For such an important part of law school, that seemed really unfair to me. The staff there are nice and knowledgeable, but they do not have enough resources to be helpful in a meaningful way.

As a transfer student, the resources available here are above what competing schools have to offer.



I wish there had been sessions detailing how to search for jobs outside of the employment process prior to call day.

No concrete advice, my mentor was more helpful.

The dates of the sessions were questionable but their content was extremely useful.

The Toronto OCI booklet had some incorrect information re: reference letters, contacts, places hiring and I found there was at times a lack of written information where it could have been helpful (i.e. what to say when cancelling an interview).

Specific observations concerning LSUC compliance?

Firms are aggressive fuckers who will fuck with your head. fuck.

One firm was calling me at 4:00pm on the Wednesday to find out where there firm was ranked for me. They called me and another friend and told us both that we were highly ranked for them. I told the firm they were my top choice, and my friend did not. I got the job offer, and he did not.

I was asked bluntly if I would accept an offer by two firms and was asked by a third firm indirectly. One firm asked me this bluntly on Monday afternoon.

I think the violation of rules was beneficial. I told four firms Tuesday night I was going with another firm which ensured they could focus on other applicants.

I had a decent experience. No one pressured me to tell them if they were my first choice but firms for sure said they would give me an offer waaaaay before Wednesday at five, a partner actually said "We can't give you an offer but when we can give you an offer we will".



Excluding LSUC violations, did you observe any inappropriate behaviour or comments by any lawyers/recruiters during your interviews?

Repeatedly kept asking me about my life choices and future plans for staying in the country.

Ask not only which firms I was meeting with, but which specific lawyers I was meeting with at those firms. He then proceeded to criticize those firms and lawyers.

Their decision to call would be based on whether they truly believed I would accept or not. I was 90% sure that I would accept that firm at that point so I said yes and I did accept, but for someone who was not sure this would have been undue pressure.

A government office asked me to list exactly where else I was interviewing.

One lawyer asked if I had children. I answered honestly (no), and then he told me a story about how another lawyer at his firm was reported to the Law Society for asking those kinds of questions.

Yes. A lot of divulging what seemed to be confidential client information in an attempt to attract me to the work of the firm, including one moment where other interviewers had to tell them to stop.

I didn't get offers from either place because I didn't use the specific "first choice" language.

Was there anything you felt you had to hide from your interviewers?

Once you have a favourite firm, it's hard to hide your disinterest in other firms.

My intention to split my summer until the right moment.

I thought I had to hide my public interest side, but learned quickly that that was not the case and most firms actually tried to woo me over by selling me on their pro-bono initiatives.

I did not tell the firms that I was applying for a particular government position; other than that, I was quite honest.

My passion for public interest work.

That I play video games and watch YouTube as interests.

I hid my ranking of the firms.

How tired I was.

That I was considering a US firm.

Yes, political/activist things on my resume. Some I removed, others I didn't but maybe I should have.

In the future I may be more open to hiding my personality.

Interest in areas of law they did not practice.

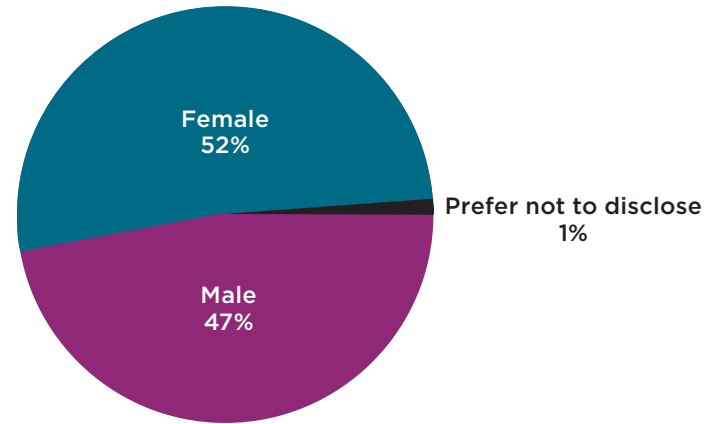
I hid the fact that I was interviewing with other places, especially on Wednesday.

Class Profile: Demographics of UTLaw Students eligible to do Fall Recruitment

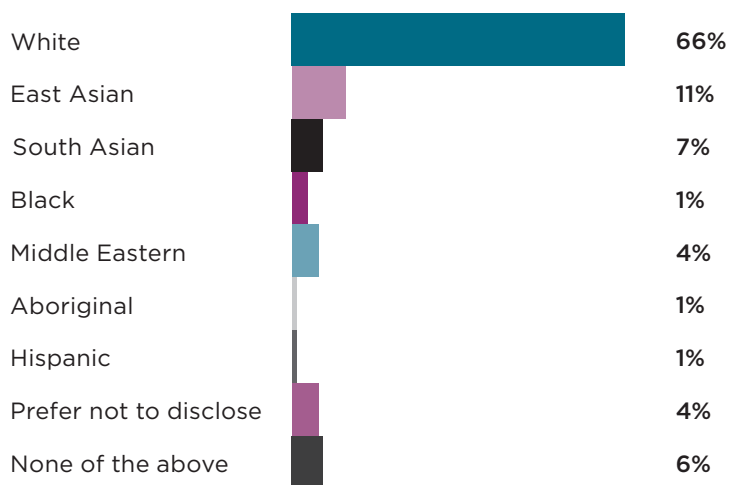
Which of the following best describes your undergraduate degree?



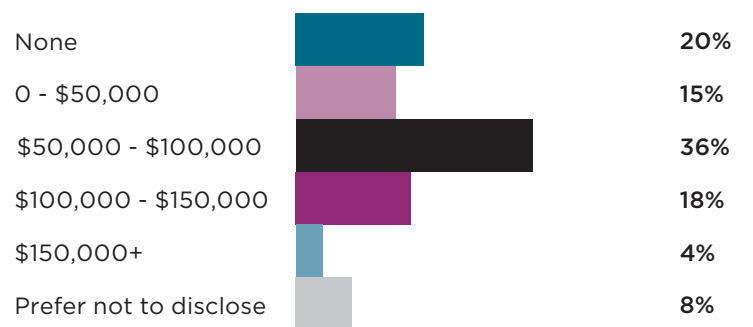
How do you identify your gender?



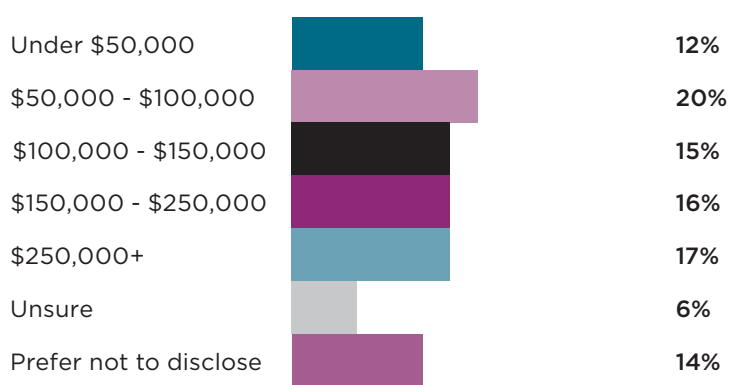
How do you identify your ethnicity?



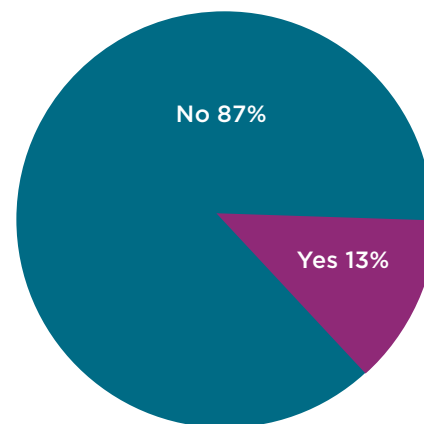
How much total debt do you expect to graduate with?



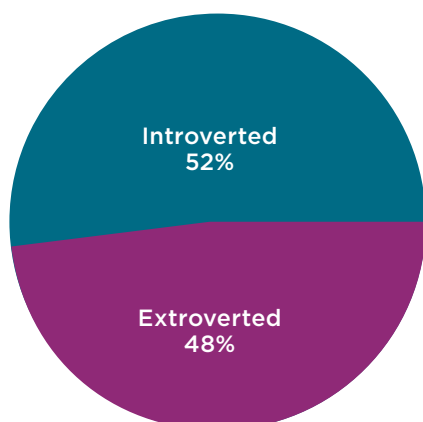
To the best of your knowledge, what is your parents' combined income?



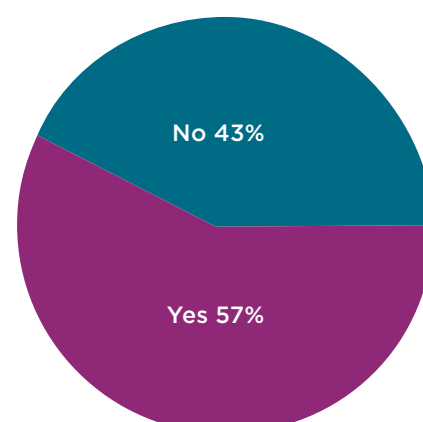
Do you have at least one parent who is a lawyer?



Which of the following best describes your personality?



Did you volunteer with a law journal in 1L?



What motivated you to participate in the fall recruitment process?

Money

To get a job!

Debt and prestige

It provided a streamlined way to secure a summer position

Desire for employment. Peer pressure. It's just how things are done

Finding a job that could pay off my debt

To get a job! And because I have a passion for talking about myself for 12 straight hours

I wanted job?

Curiosity

Poverty

Participating in the fall recruitment process is the default position at UofT

Everyone hyped the shit out of it

You can't not do it

For the experience

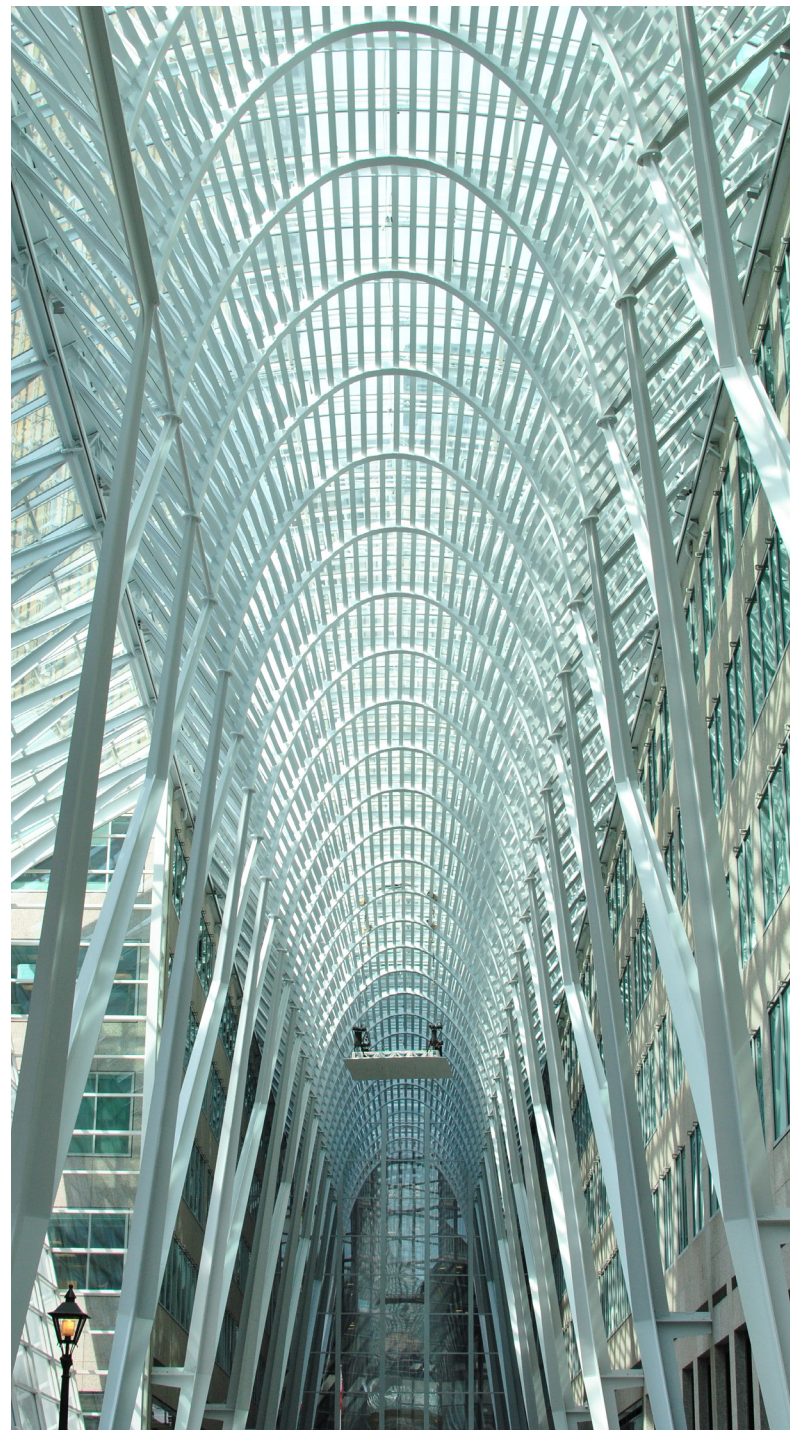
Summer positions usually lead directly to articling positions that usually give you a good chance at an associate position

Getting a Bay st job

A strong desire to work in government

Scared about not having a 2L summer job

This process is also very heavily emphasized—almost to the point where it seems "necessary" to go through it



How do you feel now?

Disillusioned and resentful

Unable to understand why I received no offers given employer's enthusiasm to schedule second and third interviews.

I feel like shit for wasting weeks of my life for nothing. I also feel like shit for having a firm tell me how great I am and constantly inviting me back and saying how great of a candidate I am and inviting me for dinner and having me back just hours before the deadline only to not extend an offer. No only that they didn't even have the courtesy for a fucking phone call to inform me despite apparently being on their "just in case everybody else rejects our offers" list.

Fine. My identity is rooted on much sturdier ground than law.

It's one of the most physically and emotionally draining processes I've ever gone through.

I feel happy to have obtained a job, but physically and emotionally exhausted from the process. I am also slightly disappointed that the process is not as suited as I'd hoped to exploring your options—there are a lot of mind games that need to be played and it can hinder your ability to truly learn about what is best for you.

Disappointed. I feel like a good candidate who made strategic mistakes and ended up without a job because of that.

I feel as though I wish I could give the offers I didn't accept to friends/classmates who didn't get an offer. My previous "other" response referred to friends who feel like they have failed at law school/life or let their families down by not getting an offer. Some are taking this really hard and I'm worried.

I got my #1 firm but I feel shaken. I went into the process thinking I was in control but ended up feeling completely helpless. I don't know whether to credit myself or my luck.

Like I should be happier

Like it was a huge waste of my time

I don't understand how candidates were chosen. Quite literally, some of my most accomplished and personable friends didn't get calls after tons of in firms and callbacks. It seems random from my vantage.

I got precisely what I wanted, but there's no doubt it took a bit of luck and some bold moves.

I am extremely happy with the way it turned out, I got the job I wanted and ended up making some great connections with various firms.

Elated to have found the firm I fit best with, and ending up with a job with them.

When I hit a breaking point, I was able to step back and look at the absurdity of it all before diving back in. I think this kept me sane.

Relieved

This is a demoralizing process. How can this be what the LSUC came up with? Aren't those educated people? It is unfortunate that sometimes people get cut from a favourite firm based on a 17 minute impression mixed into a day where those interviewers are seeing 19 other candidates

Abstract happiness and relief, but mostly visceral and mental exhaustion.

Exhausted—I never want to go through it again. But extremely happy I got a job out of it.

Happy, energized, encouraged—things worked out right for me.

The process is so fast and while it's nice that it's not drawn out with offers being received at different times, it's very difficult to choose in a matter of 3 days where I want to build my career. I think in firms should be scheduled over two days by the CDO and offers should be made via email.

Like sleeping for two days. But relieved that I don't have to look for a job anymore, and excited about the job I accepted.

I feel like there are a lot of other options available. I'm not sure I liked what I saw

I have a much better conception of what employers look for in an applicant and application.

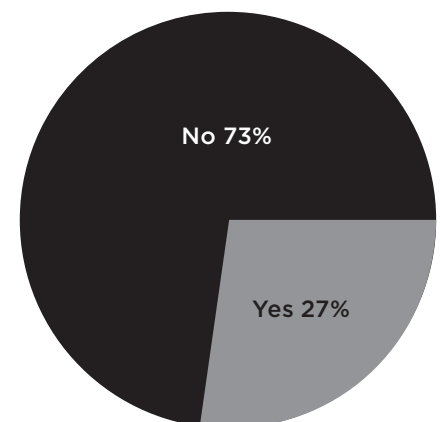
Firms should not be allowed to schedule dinners. They all book them at 6pm on Monday. This means that students are forced to choose the firm before they choose us... Not going to a firm's dinner DOES rule you out of their process, most of the time. It is completely unfair that they are permitted to do this.

The process sucks but everyone does it so I suppose I feel connected to all law students before me.

The process was hectic and stressful, and I always felt that I was playing a game without knowing the rules or the score. I think the process is inherently flawed, and I was just incredibly lucky. The conversational interviews and the dinner parties favour people who have a certain type of personality and background. I think LSUC needs to create better rules to eliminate dinner parties, receptions, and lunches.



Did you cry at any point during this process, in public or in private?



What's the strangest thing you were asked/told during the process?

The strangest thing I encountered was questions regarding my first year experiences. Two firms I had in-firm interviews with told me that they almost passed on my application because I had a number of human rights focussed activities on my resume. They assumed this meant that I wasn't truly interested in the firm's practice area. The CDO had told me that firms would be impressed by my 1L experiences, when in reality they almost hurt me. I think part of the problem is that the school forces students to pick extra-curricular activities within the first two weeks of school, before students have really developed an interest in an area of law.

If you were in Rob Ford's shoes, what would you do?

1) Why do you think manhole covers are round? 2) What was a time you had to sell something and how did you do it? 3) If you could be or do anything in the world—and it doesn't have to be realistic—what would you do?

I really liked the font on your resume.

An associate told me I looked like the guy from Twilight.

"Maybe you should take another look at who our clients are and decide whether you'll be able to relate to them."

What is a meal you would cook for a client? (Excuse me?)

One firm said they were going to lock me in a board room until 5pm Wednesday so that I couldn't see any other firms. As a joke but it was uncomfortable in the context of them trying to figure out if I would accept their offer.

Someone at a Bay St firm asked me if I was sure I didn't want to do family or criminal—when I had indicated that I was taking neither of those classes and was interested in civil litigation.

I think you will be bored here... why do you actually want to work with us?

Did you feel prepared for the process? What was the best/worst advice you received?

"Be yourself." No. Be the version of yourself that most clearly reflects the people in front of you.

I felt prepared, but was honestly surprised by how incredibly draining it was. The best advice I received was to be confident in myself and trust my instincts, and to wear flats between interviews. I don't think I received any horrible advice.

Basically, yes. "Just be yourself" is obviously terrible advice but luckily I ignored it.

Worst advice I received was to think I could relax at any point before Wednesday at 5 PM or to trust lawyers when they implied I'd be getting an offer

I did not feel prepared for the process, but I think it is impossible to prepare. I knew my resume, but nothing can prepare you for the exhaustion of running from place to place. I was also completely unprepared to play the game. I couldn't figure out how to keep firms interested in me when I was unwilling to tell them they were my first choice. The best advice I received was to be genuine and relaxed, and not to appear too desperate. Another good piece of advice was to reach out to students, and then namedrop during the interview. The interviewers were always impressed that I had done my homework. The worst advice I got was not to have prepared questions for the interviewers.

I felt very prepared and it was almost entirely due to third year students. They were incredibly helpful throughout this whole process. The best advice I received was related to how to express interest (such as asking to come back to meet more lawyers at the firm, reiterating it in your thank you emails, etc.).

Yes—the best preparation was meeting with former summer students. My best advice was to try and appear positive at all times, even when exhausted.

Be a human being. Be conversational.

The best advice is to accept how much luck there is in this process. There is so much that you cannot control for!

Meh—I was honest. Best advice: don't listen to what the firms tell you. They lie. Worst advice: be honest.

I felt prepared; integrate your canned answers about the components of your resume into your canned answers about your specific qualities, and also into your questions (i.e. if one of the highlights of your job is about dealing with/managing clients, then plan to ask questions about opportunities for client contact, how that is important and business development, so you can then discuss how that was important in your prior position). This allows for a more relaxed exchange and conversational style.

Yes I felt prepared. Best advice: Be yourself. Though I'd like to add: present your true self from the right angle. Definition of "right" depends on circumstances.

I felt very prepared. The best advice I received was to relax, be myself, and try to enjoy the process. It sounded ridiculous before but during the process it was a life saver.

I did not feel prepared—I feel that more should be done in 1L to prepare students for this process instead of freaking them out.

The best advice I received was that firms will play you, so to not feel badly about playing them and to know that I owed them nothing.

Worst and Best Advice: "This is a game, and you need to play it. No employer has an obligation to you until they call at 5 PM on Wednesday."

I spent too much time preparing and wasted a lot of time, causing me to fall behind in class. Excessive prep does not really help you when the process is so informal and forcing your prep awkwardly into a conversation is ineffective, if not harmful.

No I didn't. I wish someone had warned that even if firms might express interest in you, it doesn't mean anything. Because said interest, I stopped focusing on the other two firms and I believe that cost me an offer.