



Bennett Jones

My Future in Law

Student Recruitment Guide (Quebec)

Mercer Best Employer

Canada 2025



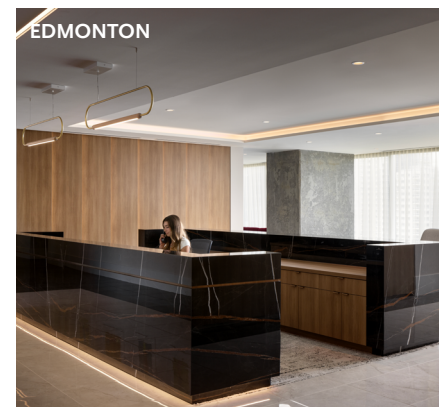


My Future in Law



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PART 1: Welcome to Bennett Jones

Founded in 1922, Bennett Jones today reflects both the integrity and professional excellence of our firm's founding and named partners—R.B. Bennett and Mac Jones. In 2022, we celebrated 100 years of service and trust that have earned the firm its reputable standing, as an internationally recognized full-service Canadian law firm. Now home to over 500 lawyers and advisors, the firm continues to adhere to the principles of integrity, respect and independent thought.

We are leaders in the fields of corporate and commercial, litigation, oil and gas and alternative energy, regulatory/ environmental, bankruptcy and restructuring, IP, technology, banking and finance, tax, international trade, employment and competition law.

Our Offices

With offices in Vancouver, Calgary, Edmonton, Toronto, Ottawa and Montréal, as well as one in New York, our lawyers provide a full range of corporate, litigation, regulatory/environmental, corporate finance and securities, construction, real estate, infrastructure, Aboriginal, fraud and tax law to clients in established and emerging sectors. Additionally, our office in Ottawa focuses on public policy and government relations.

Bennett Jones has a long history of serving Canadian companies doing business in the United States, and U.S. companies with business operations or interests in Canada. Over the years we have expanded our presence with a New York office in order to provide our U.S. clients with quick and seamless access to our legal services north of the border.

Our Calgary office has 155 lawyers who provide a full range of corporate, litigation, regulatory/environmental and tax services to clients in established and emerging sectors.

With 39 lawyers and business advisors, our Edmonton office offers the best of both worlds. As a smaller office, it provides you with the entrepreneurial and creative experience of a boutique while still giving you access to the work and resources of a major national firm.

Located within the financial district of the largest and most diverse city in Canada, the roughly 200 lawyers in our Toronto office also provide a full range of services in corporate, litigation, regulatory/environmental and tax.

The 55 lawyers in our Vancouver office provide a full range of services including corporate, commercial litigation, regulatory, corporate finance and securities, construction, real estate, infrastructure, Aboriginal and environmental law.

Now in its fourth year and continuing to grow, Bennett Jones' Montréal office is home to 25 legal professionals and combines the collaborative culture of a local office with the strength and reach of a leading national firm. Students benefit from the entrepreneurial spirit of a growing office that is actively expanding its presence in the Québec market, gaining hands-on experience across a broad range of practice areas, industries, and markets while working alongside lawyers and clients in Montréal and across Canada.

Bennett Jones Recognitions

- Recognized in 41 practices areas, 13 Band 1 rankings, with 139 lawyer rankings, *Chambers Canada 2027*
- Recognized in 19 practice areas with 49 lawyer rankings, *Chambers Global 2025*
- 25 Litigation Stars, 12 Future Stars and 5 Top Trial Lawyers, *Benchmark Litigation Canada 2026*
- Alberta Firm of the Year (for the second consecutive year), *Benchmark Litigation Canada Awards 2026*
- Energy/Resources Firm of the Year (for the third consecutive year), *Benchmark Litigation Canada Awards 2026*
- Recognized in 26 practice areas and 60 individual rankings, *Legal 500: Canada 2025*
- 156 lawyers recognized across 32 practice areas in the *Canadian Legal Lexpert Directory 2025*
- 21 lawyers recognized in the *Lexpert's Leading 500 Cross-Border Lawyers in Canada 2025*
- Insolvency & Restructuring Deal of the Year: Canadian Tobacco's restructuring under the CCAA, *Canadian Law Awards 2026*
- Mid Market Deal of the Year: Blue Ant's go-public reverse takeover transaction of Boat Rocker, *Canadian Law Awards 2026*



PART 2: Student Recruitment—Our Philosophy

We take student recruitment very seriously. When we recruit, we are hiring our future associates, partners and leaders. We design our summer and articling student programs to provide the best legal training and hands-on experience. While our Ottawa and New York offices do not offer any student positions, our Montréal, Calgary, Toronto, Edmonton and Vancouver offices do. We typically hire about 45–57 students firm-wide: approximately 18–20 in Calgary; 20–24 in Toronto; 3–6 in Edmonton; 2–3 in Vancouver; and 2–4 in Montréal.

Students get to work with a diverse group of lawyers and clients across many disciplines. Our summer program is designed to provide first-year (1L) and second-year (2L) students, as applicable, with a solid introduction to the practice of law and the firm culture. Our students are supported and coached throughout their development, and are encouraged to pursue the best version of themselves every day by exploring, engaging and learning more about their future practices in law. Summer and articling students assume a great deal of responsibility on files and can expect to interact directly with lawyers and clients, draft documents, attend court and generally be an active and productive member of the team from day one.

Mentors play a significant role in professional development at all stages of your legal training and development. Each summer student is assigned a mentor who will assist with integrating you into the firm and ensuring that your summer experience is a valuable one. As an articling student, your mentor will ensure you are exposed to a broad range of practice areas and to all aspects of practice. In addition to mentors, Bennett Jones runs an extensive professional development program through its own Bennett Jones Academy.

Students are encouraged to play an active part in firm life, including participation in firm social events. Our firm events focus on the firm's commitment to the community and building lasting relationships amongst the students. Past events have included barbeques, associate and practice group dinners, a family ski weekend in the Rocky Mountains in Alberta, kayaking, karaoke, a mentor/mentee golf tournament, Blue Jays games, Lawyers Feed the Hungry, a charity volleyball tournament, a cooking competition, a bicycle tour in Niagara and firm retreats.



The firm offers an extensive legal education program through Bennett Jones Academy (BJA). Our BJA programs provide our students with a strong grounding in the fundamentals of the practice of law, including substantive matters and practice management.

Ask one of last year's summer or articling students from your school for coffee to learn more about Bennett Jones. The best thing you can do is reach out before recruitment, both to show interest and find out about the work we do here.

PART 3: A Bit About Our Students

Learn more about our students through these frequently asked questions:

What undergraduate degrees do our students have?

Our students have historically had a wide range of academic backgrounds including degrees in Accounting, Biology, Business Administration, Canadian Studies, Classics, Conflict Studies and Human Rights, Criminology, Economics, Literature, Engineering, Environmental Science, European History, Finance, Geography, Global Development Studies, Health Sciences, History, Human Resources and Organizational Dynamics, Immunology and Infection, Integrated Science, International Business, International Development and Philosophy, International Management, Kinesiology and Psychology, Law, Management and Organizational Studies, Marketing, Philosophy, Physiology and Pharmacology, Political Science, Psychology, Psychology and Recreation, Sociology and Social Anthropology, Sport and Tourism.

That said, an undergraduate degree is not a requirement for Montréal students. Some of our students and lawyers went to law school straight out of CEGEP.

What kind of work history do our students have?

Along with various academic backgrounds, our students have also held a variety of jobs. Previous students have had roles such as: New Grad Rotational Program participant at a large oil and gas company; Provincial Park Public Programs Coordinator; Human Resources Employee; Intern at Canada West Foundation; Intern at the Office of the Minister of International Trade; Legal Systems Analyst for a debt collections agency; Bar Manager in Melbourne, Australia; Medic for the International Red Cross in Israel; Paralegal in Paris, France; Pipeline Analyst and Customer Service Account Coordinator; Policy Analyst at the Calgary Chamber of Commerce; Press Secretary and Speechwriter to the Federal Minister of

Intergovernmental Affairs; Intern at the Canadian Embassy in Rome, Italy; Special Projects Manager at a medical marketing company; Research Fellow at Genome Canada; Intern at Oxfam Canada; Investment Solutions Intern; Shift Supervisor at a rubber factory; Field Manager for a marketing company; former National Athlete; Professional Baseball Player and Olympian; Analyst at NATO's Legal Office; Ministerial Staffer at the House of Commons.

Where do our students come from?

Our students come from law schools across Canada and abroad, which means that we have very diverse articling classes. Our students have lived in many countries including Australia, China, Dubai, England, France, Hong Kong, India, Ireland, Israel, Italy, New Zealand, Nigeria, Panama, Peru, Portugal, Romania, Russia, Singapore, South Africa, Spain, Sweden, Switzerland, Taiwan and the United States. Additionally, our students have spoken a variety of languages, including Hebrew, Urdu, Punjabi, Malayalam, Mandarin, Romanian, Russian, Spanish, Swedish and Yoruba.

What are our students' outside interests?

At Bennett Jones we believe that a healthy work-life balance is important to maintain our lawyers' mental and physical health. Our students have always brought a mix of interests to the table, including backpacking, backcountry camping, blogging, boating, brass band music, cheerleading, chess, classic fiction, crosswords, dog training, dramatic readings of Harry Potter, event-planning, fantasy football, fitness, graphic design, home renovations, horseback riding, infrastructure development, interior design, kayaking, motorcycles, options trading, photography, rock climbing, running, sailing, scuba diving, Spartan races, triathlons, video games, volunteering, World War II history and yoga.

Our students are the best of the best, our recruiting process ensures it, and we encourage everyone to bring their true selves to the table.

The most important thing is to be yourself and own your experiences. Law lends itself to so many different backgrounds and it's important to embrace who you are and what you have done. The more comfortable you are with yourself, the more comfortable others will be with you.



PART 4: Researching Firms

One of the best things about a legal education is the diversity of work experience and work environments that it can lead to. Regardless of where you choose to work, the work you do and the people you work with will be a significant part of your overall experience and life. It is important to choose a firm where you feel comfortable from the beginning. Your first step is to identify which firms are hiring summer/articling students and understand what each firm has to offer. Below are some steps you can consider taking to research the firms you are interested in applying to.

1. Research general websites. For example, the NALP website offers a comprehensive list and description of firms along with up-to-date hiring information (www.nalpcanada.com).
2. Visit and review individual firm websites and related marketing materials.
3. Use other resources available to you, including your school's Career Services Office and materials written by outside sources (i.e., newspapers, legal magazines).
4. Learn more by attending receptions and career fairs. Talk to students and others who have interviewed or worked at the various firms.
5. Use your own network to introduce yourself to firms. If you know someone at the firm and have their permission to mention their name in your cover letter, do it.
6. Contact the recruitment professionals, the students and junior associates at the firms you are applying to. Don't be afraid to reach out to the students and lawyers at law firms. Not only can they tell you more about the firm and what it is like working there, they can also provide useful insight into the application and interview processes.
7. Attend firm tours, ask for a coffee and be proactive. In many cases, firms are more than willing to have one of their current students give you a tour of the firm. This is a great opportunity to ask questions about the firm and to get an inside look at what work and life is like as a practicing lawyer. Also, many firms host firm tours throughout the school year and summer. Try to keep up-to-date on these events (check with your school's Career Services Office and each firm as there may be unique practices in each province and with individual firms regarding tours outside the different recruitment periods). If tours are unavailable, you can always reach out to a member of the firm to ask for a coffee.

Why Bennett Jones?

It goes without saying that lawyers are self-motivated achievers and independent thinkers. At Bennett Jones, our lawyers and business advisors are individuals deeply connected to their practice areas and the industries they serve. We know business, we know the industries we support and we know the law.



Try to meet and talk to as many people as you can at the firm and get a feel for whether the firm's values align with yours!

PART 5: Course aux stages

Every year, corporate law firms within Quebec renew a recruitment agreement (Agreement) which was instilled many years back to standardize recruitment rules for hiring students for summer employment and articling positions with the *École du Barreau*. Since opening its Montréal office, Bennett Jones is a signatory of the Agreement.

It is to be noted that the Agreement applies only to students currently completing their legal studies (i.e., a Bachelor of Law or Licence of Law) and stipulates that signatory firms can only hire those students who have obtained a minimum of thirty-six (36) recognized credits in their law program, with the exception of students who started their degree in January and who have accumulated 30 credits. Our Montréal office therefore cannot hire any 1L students.

Important Dates

Amongst other things, the Agreement sets forth a fixed period during which firms can recruit candidates (commonly referred to as the “*Course aux stages*”). For the upcoming spring recruitment period, the following dates apply:

1. January 29 to February 1st, 2027: Reception of application packages (Application Period).
2. February 24 to February 26, 2027: Calls for first interviews.
3. March 15 to March 24, 2027: Interview process.
4. Thursday, March 25, 2027, at 9:00 a.m.: Formulation of job offers.

This year, our Montréal office will be hiring for 2028 and 2029 articling positions. To apply to our Montréal office, you must qualify for an articling position based on the requirements of the *Barreau du Québec*.

Recruitment Process

Our *Course aux stages* recruitment process will be comprised of one formal in depth interview of approximately 45 minutes with lawyers from different practice groups. Successful candidates will be invited to a group supper where they will interact with many members of our team, as well as other students (their potential future colleagues).

We will also organize personalized activities to make sure you meet as many of our team members as possible and are given the opportunity to ask any lingering questions about Bennett Jones, our student program and the opportunities that await you as a student and young associate.

You'll be assigned a lawyer to guide you through the process, and with this mentor you'll tour the office and meet students, stagiaires and lawyers in a more informal setting.

Common Law Offices

For students interested in applying to Bennett Jones' other offices, note that the *Course aux stages* process does not apply. Please refer to the general My Future in Law brochure.

Try to focus on what makes you a stand-out candidate for a particular firm as well as what you want from your experience with the firm over the course of the summer and your career. Be yourself and don't be afraid to step out of your comfort zone throughout the recruitment process. It may be intimidating and nerve-wracking at first, but you will come away with an invaluable learning experience and will meet some very interesting people.



PART 6: Your Application Package

Your application package is your first official impression on the firm and should include the following: cover letter, résumé, copies of official law school, graduate (if applicable) and undergraduate/CEGEP transcripts.

Preparing your package takes longer than you think, so start early—don't wait until the last day. Ordering official transcripts, particularly from schools outside Canada, can take time, so plan accordingly.

When preparing an application, be aware of the relevant submission deadlines. Be sure to check with your school's Career Services Office and firm websites for application deadline. For the law firms who are signatories to the Agreement, only applications received during the Application Period will be considered. It is important to note that most firms, including Bennett Jones, only accept applications through the viLawPortal.

Cover Letter

Firms rely on cover letters to get a sense of who you are and to assess writing style. Use your cover letter as a way to distinguish yourself. Think of your cover letter as a writing sample—it should be well-written and free of any grammatical or spelling errors.

1. Be concise. Your cover letter should be one page.
2. Provide necessary details. Tell the firm what law school you are applying from and what position you are applying for (e.g. articling 2028/2029).

3. Your cover letter should be a narrative that is easy to read, clear and interesting. It is not meant to be a summary of your resume. Rather, it should highlight your achievements, experiences and anything that distinguishes you from the rest of the applicants.
4. Personalize your letter by highlighting what interests you about the firm (Did you meet someone at a recruitment event? Do you know a current student? Are you interested in a particular practice area?).
5. Briefly explain any gaps in your education or work experience. The same goes for an anomalous grade or term. Although you may need to explain gaps in employment or work experiences, be cautious not to waste valuable real estate bringing attention to a weakness.

Résumé

Your résumé gives the firm an idea of what you can contribute. Do your best to provide the requisite information in a clear and concise manner. Your résumé should be no more than two pages. Format your résumé with a basic font and choose a character size that is easy to read. Stick with this formatting throughout your application package. Where possible, use the headings located on the following page to organize your résumé.

Bennett Jones Community Values

Giving back is one of our core values. Bennett Jones lawyers and staff, collectively and individually, are very active in the communities in which we live and work. As a firm, we support charitable and community organizations and initiatives dedicated to a broad spectrum of causes including health, education and the arts, among others.

Diversity & Inclusion

Bennett Jones is committed to providing all of our legal professionals and employees an equitable, diverse and inclusive work environment in which each person can achieve their career goals and thrive. Your success is our success and together, we will better serve the needs of our clients in an evolving global marketplace.

PART 7: Preparing for Interviews

Call Day

Prepare a desired draft schedule in advance. Be strategic—as an individual, you need to strike your own balance between quantity of interviews and quality of performance. Some students find it helpful to schedule their “first choice” as a second interview in order to work out any initial nerves.

While it is important to be flexible when scheduling your interviews, it is acceptable to ask for times that more closely fit your desired schedule. In most cases, you will need to allocate two hours in your schedule for each interview.

Turn off the “call-waiting” feature on your phone so that you aren’t distracted by other calls while speaking with a firm. When you get a call, don’t keep the lawyer on the phone for too long. These calls are not interviews. If you miss a call, don’t panic. That firm will call again and you can always call them back when you get off the phone.

Report scheduling conflicts immediately—firms understand. Contact them as soon as possible so they can sort it out before they match interviewers to candidates.

While the call period for signatory firms to the Agreement is between February 24 to February 26, 2027, you can expect a member of the Bennett Jones team to call you as of 9:00 a.m. on February 24.

Interviews

- 1. Dress appropriately.** Take the time to have your suit dry cleaned and pressed. Be sure you’re comfortable in what you decide to wear. Work in new shoes beforehand.
- 2. Arrive 10 minutes early.** Use the extra time to use the washroom, check over your appearance and take some deep breaths to remain calm and confident.
- 3. Update your research.** It is not necessary to know everything about the firm, but some general knowledge is helpful and will make you feel better prepared. Talking to past/current students is always a good idea and demonstrates your interest in the firm.
- 4. Find out the names of your interviewers in advance** and research them on the firm website. Be aware, however, that interviewers may change at the last minute, so be prepared with some general questions that can be asked of any interviewer.
- 5. Prepare for the unexpected.** Even if something unforeseen happens, stay calm and continue the interview with confidence.
- 6. Re-review your application package.** Everything in your application package is fair game, so be prepared to discuss it. Think about each experience you have listed, and be prepared to tell a story that you think would be relevant. That being said, don’t memorize your answers or specific passages from the firm’s website, as it will stifle the conversation.
- 7. Ask questions.** In the last few minutes of your interview, you will have the opportunity to ask questions—this is a great chance to show your interest in the firm. Prepare thoughtful questions in advance and have a few geared specifically towards each firm. What do you want to know about life at the firm? Don’t be afraid to ask the tough questions.
- 8. Take advantage of the opportunity.** This is not just a job interview but also a chance to learn more about the firms in the area and the legal profession in general.
- 9. Be yourself.** An interview is about meeting the person behind the résumé and the firm behind the website. While this is a professional setting and you should conduct yourself with maturity and confidence, don’t be afraid to show your personality.
- 10. All meetings over coffee, meals and receptions should be treated as another interview.** The difference is that these meetings provide a great opportunity to ask more questions, delve deeper into firm culture and determine whether or not the firm is right for you.
- 11. Convey your interest.** Be honest and enthusiastic. If you’re interested in a firm, don’t be afraid to tell your interviewers or recruitment team.

Recognize your strengths and be ready to talk about them.



Offer Day

If you are selected, you can expect a member of the Bennett Jones team to call you in the morning of March 25 as of 9:00 a.m.

Turn off the “call-waiting” feature on your phone so that you aren’t distracted by other calls while speaking with a firm. If you miss a call, don’t panic. That firm will call again, and you can always call them back when you get off the phone.

If you receive an offer from Bennett Jones and it’s your first choice, don’t worry about looking too enthusiastic by accepting on the spot. It’s always nice to celebrate this big milestone together! On the flip side, if you need time to think, we encourage you to do so. It’s important to come back with your answer, whatever it may be, to any firm that makes you an offer.

PART 8: A Message from the Firm

At Bennett Jones, we take the task of building the future generation of top lawyers seriously. We help students like you start their careers through guidance, responsibility and trust. One of our most important firm principles requires that partners and senior lawyers treat our students and associates as competent lawyers. We believe that this is how successful lawyers are built, how their skills are cultivated and how they

learn to develop meaningful relationships with clients. It is how we ensure that we, as a firm, are the best at all levels. We encourage you to reach out to our lawyers and students, explore our website and discover more about why our student program is one of the most competitive in the country.

We look forward to welcoming you soon.

Bennett Jones at a Glance



460 Lawyers and advisors



6 Offices Canada & USA



25 Years a
Best Employer in Canada



Top Ranked
Chambers Canada 2027

100 Years of Service and Trust

Bennett Jones marked 100 years of service to clients in 2022. In the course of a remarkable century, it has grown from a 10-lawyer office in Calgary to one of Canada’s premier business law firms that clients trust with their most complex legal matters.



@BennettJonesLaw

Behind the Scenes of
Future Law Leaders





Bennett Jones

The firm that businesses trust
with their most complex legal matters.