

You are personable,  
engaging and a  
leader. You have  
achieved excellent  
academic standing.  
You want to be  
an advocate.

**Hicks  
Morley**

HUMAN RESOURCES  
LAW AND ADVOCACY

You want to represent clients, advance their positions, and provide strategic advice on issues that matter.

**Advocacy. Opportunity.**

If you are interested in advocacy, you know what you want from a legal career. You want to represent clients, advance their positions, and provide strategic advice on issues that matter. You want to be engaged and on your feet – an active participant in the legal process.

Your articling year or summer position is a key first step in your legal career. If advocacy is a passion, you want to find a firm that is consistent with your career objectives.

**Welcome to Hicks Morley.**

We are Canada's leading law firm representing management in all aspects of human resources law and advocacy, with more than ninety lawyers in offices located in Toronto, London, Waterloo, Kingston and Ottawa.

We provide strategic advice on labour and employment issues and have specialized knowledge in an array of private, public and not-for-profit sectors, such as technology, financial services, education, healthcare, municipalities and social services.

We have dedicated practice groups that focus on key areas of human resources law – such as human rights, pension and benefits, privacy, and workplace health and safety.

At our core we are advocates, representing employers in complex negotiations, strategic initiatives, arbitrations and at all levels of Canadian courts – from employment-related actions, to applications for judicial review of administrative tribunal decisions, to Charter litigation.



Advocacy.

A positive culture.

Flexibility.

Broad experience.

Autonomy.

Great people  
and great clients.

Issues that matter.

### **A culture for success.**

Every firm has a culture, and Hicks Morley is no exception. We work in the human resources area, so we need to be people-focused. We have files that involve many areas of our practice, so we need to work well together. We are a Canadian leader in our field, so we need to work hard and work smart to retain our advantage. And we have a very diverse client base, from manufacturers to social service agencies, so we are passionate about understanding our clients, their businesses and their needs.

### **The benefits of our practice.**

When you join Hicks Morley, you will find a number of benefits relating to the scope of our legal practice.

**Proactive.** One of the key advantages of being a management-side lawyer is that employers have a greater ability to be proactive than unions or other employee groups. So we are involved in making things happen and advising our clients on many of the key decisions they make, whether they are related to pay and benefits, human rights, plant relocations or any other human resources issue.

**Participatory.** As management lawyers, we do much more than represent employers at labour arbitrations. We are regularly involved in hearings before the courts and other tribunals, such as those dealing with human rights, privacy, workers' compensation, and health and safety. Unlike a traditional pure civil litigation practice, our lawyers are often in hearings or the courtroom several days a week.

**Diverse.** With the number of statutory regimes we deal with, and the different dynamics found in each workplace environment, our lawyers enjoy a diverse and rich legal practice – with no end to the variety of situations that they are called to handle from day to day.

### **Who is Hicks Morley looking for?**

- You are personable, engaging and a leader
  - You have achieved excellent academic standing
  - You have a strong desire to be an advocate
- If you are this person, we want to hear from you.

Our student programs are designed to provide you with a strong legal and educational experience. All students, both articling and summer, can expect to be involved in a wide variety of matters, and you will assume progressively more responsibility as your experience and confidence grows.

Our lawyers love this practice area and this firm. We want our students to find out why.

### **Articling**

All articling recruitment and interviews are conducted in accordance with the Law Society's Articling Recruitment Procedures. A copy of the guidelines may be found on the Law Society's website at [www.lsuc.on.ca](http://www.lsuc.on.ca).

Applications for articling student positions should be sent to the attention of:  
Student Chair at Hicks Morley LLP  
Toronto Dominion Tower  
66 Wellington St. W.  
30th Floor, Box 371  
Toronto, ON M5K 1K8

### **Summer**

Applications for summer employment with our firm should be sent to the attention of:  
Student Chair at Hicks Morley LLP  
Toronto Dominion Tower  
66 Wellington St. W.  
30th Floor, Box 371  
Toronto, ON M5K 1K8

This is my place.

My arena.

Where new goals are achieved

one case at a time.

Where my interactions are real,

with real clients, on real cases.

This is the direction I choose.

Not because I have to,

but because I want to.

This is my place.

For more information about Hicks Morley and our student program, visit [www.hicksmorley.com](http://www.hicksmorley.com).

As an equal opportunity employer, Hicks Morley welcomes applications from women and men, members of racial minorities, aboriginal persons and persons with disabilities.

#### **TORONTO**

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Fax: 416.362.9680

#### **LONDON**

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London, ON N6A 5P3  
Tel: 519.433.7515  
Fax: 519.433.8827

#### **WATERLOO**

100 Regina St. S.  
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Tel: 519.746.0411  
Fax: 519.746.4037

#### **KINGSTON**

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Tel: 613.549.6353  
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#### **OTTAWA**

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