

## HHG Legal Group Graduate Program Framework

### Introduction

At HHG Legal Group, our Graduate Program is designed to cultivate the next generation of legal professionals through a comprehensive and enriching experience.

With exposure to diverse practice areas, tailored training, and unwavering support, we provide a strong foundation for career growth.

Rooted in our core values of excellence, trust, care, and innovation, our program fosters practical learning within a collaborative and forward-thinking environment.

### OUR HISTORY

HHG Legal Group has been proudly assisting Western Australian families, businesses, governments, and individuals for over 100 years.

Our firm originated in Albany, WA, in 1919, founded by Charles Hudson, a former Member of Parliament and Minister for Mines and Railways. Over the decades, the firm has grown and evolved through various partnerships and mergers, becoming Hudson Henning & Goodman in 1965.

In 2003, Simon Creek and Murray Thornhill acquired the firm, modernizing and expanding it into the HHG Legal Group we know today.

With five offices across WA, we continue to provide premium legal services, leveraging our rich history and commitment to excellence.

HHG Legal Group offers comprehensive legal services across various practice areas, including

Commercial Law | Property Law | Dispute Resolution |  
Wills & Estate Planning | Family Law |  
Criminal | Employment | Intellectual Property |  
Corporate Governance | Agribusiness

### CLERKSHIP

Our clerkship program offers a unique opportunity for aspiring lawyers to gain meaningful, hands-on experience within a leading law firm.

As a clerk, you'll be immersed in real legal work, guided by experienced mentors, and given genuine insight into our people, culture and practice areas. This program is designed to support your professional growth and help you understand what it truly means to build a career in law.

The program runs for six weeks in the following seasons:

- **Summer** - November & December
- **Winter** - June & July

Application for Clerkships is open all year round and can be made via our [website](#).

Importantly, our clerks are given priority consideration when we make decisions about graduate placements for the following year.

### Graduate Application Timeline & Process

Applications are open to final-year law students and recent graduates.

Selection based on academic achievement, extracurricular activities, and alignment with HHG values.

Expressions of Interest are open all year with an annual intake of four (4) positions, and placements are available in Perth, Mandurah, Bunbury & Albany offices should regional candidates apply.

We encourage early interest and often offer contracts 6-12 months from the completion of final year.

Our graduate program is a 12-month fixed contract.

Should the applicant not know which area of law they would like to work in we offer the following rotations:

- **Family and De Facto Law:** Engage in matters related to divorce, separation, and child custody, providing compassionate assistance to clients during challenging times.
- **Wills & Estates Planning, Probate:** Assist clients in protecting their assets and ensuring their wishes are honoured, gaining insights into estate planning and administration.
- **Commercial Litigation and Commercial Law:** Work on transactions, contracts, and compliance issues, supporting businesses across various industries. This area also includes employment, estate litigation and agriculture portfolios.
- **Criminal:** Participate in the defence of criminal matters, including representing clients in court, assisting with bail applications and working on sentencing submissions.
- **Employment:** Advise employers and employees on workplace rights, obligations, and disputes. Gain experience drafting contracts and policies, managing unfair dismissal and discrimination claims, and supporting clients through investigations and industrial matters.
- **Agriculture:** Work with clients across the agribusiness sector, including primary producers and rural enterprises, on matters such as property transactions, water rights, succession planning, regulatory compliance, and agri-commercial disputes.

## What attributes should the graduate applicants have?

- **Analytical Thinking** – Ability to critically assess cases, contracts, and legal issues.
- **Attention to Detail** – Precision in reviewing documents and legal arguments.

- **Time Management** – Ability to prioritise work and meet deadlines under pressure.
- **Adaptability & Learning Agility** – Willingness to learn and take on new challenges.
- **Ethical Judgment & Integrity** – Commitment to professional and ethical standards.
- **Resilience & Grit** – Ability to handle setbacks and high-pressure environments.
- **Communication Skills** – Strong verbal and written communication with clients and colleagues.
- **Emotional Intelligence** – Ability to read situations and respond appropriately.
- **Collaboration & Teamwork** – Works well in teams and contributes to a positive culture.

## Graduate Program Structure:

### MONTH 1: INDUCTION & ONBOARDING

- **Introduction to the firm's culture, values, and policies**
- **Training on legal research tools, case management software, and firm-specific systems**
- **Shadowing senior lawyers** to observe client interactions and court proceedings
- **Ethics and professional conduct training**
- **Mentor allocation and goal setting** for the year

### MONTHS 2-4: ROTATIONS ACROSS PRACTICE AREAS

Graduates rotate through **2-3 key practice areas** (e.g., commercial law, litigation, family law, estate planning). This equates to an average of 4-6 months in any given practice area.

- **Client meetings & briefings** – learning how to engage professionally
- **Legal research & drafting** – preparing contracts, agreements, and court documents
- **Court exposure** – attending hearings and trials with senior lawyers
- **Transactional work** – assisting in due diligence, contracts, and negotiations
- **PLT** – Practical Legal Training Commencement (if applicable)
- **CPD (Continuing Professional Development) workshops**

## MONTHS 5-6: BUSINESS & COMMERCIAL EXPOSURE

- **Understanding firm operations** – billing, time recording, profitability
- **Business development & networking training**
- **Workshops on commercial awareness** – law in the broader business landscape
- Exposure to **client relationship management** and handling inquiries
- Pro bono work and community legal involvement

## MONTHS 7-9: BUILDING INDEPENDENCE

- Increased responsibility for **managing smaller matters** under supervision
- Drafting and negotiating **more complex legal documents**
- Deep dive into a **preferred practice area**
- **Developing advocacy skills** through mock trials or tribunal appearances

- **PLT** – Practical Legal Training Completion (if applicable)

## MONTHS 10-12: LEADERSHIP & FUTURE READINESS

- **Career development sessions** – goal setting for post-graduate progression
- Final presentation to partners on **key learnings and contributions**
- **Pathway discussions** – admission, transition to a junior lawyer role

## Tailored Training & Support

We recognise that each graduate's journey is unique. Our program offers:

- **Comprehensive induction program:** with ongoing legal and business skills training
- **Mentorship:** Pairing graduates with experienced practitioners who provide guidance, feedback, and support.
- **Professional Development:** Access to workshops, seminars, and courses tailored to individual career goals.
- **Continuous Feedback:** Regular evaluations to ensure personal and professional growth.

## AI and Innovation Focus

As part of our commitment to continuous improvement, graduates will have the opportunity to engage with our AI and legal technology initiatives, preparing them for the future of legal practice.

## Cultural and Values Integration

Our graduate program is built on HHG Legal Group's core values – **Excellence, Trust & Care**.

- **Teamwork:** Collaborative and supportive environment
- **Client focus:** Delivering value-driven solutions
- **Respect:** Embracing diversity in thinking and experience
- **Integrity:** Maintaining the highest ethical standards
- **Continuous improvement:** Encouraging learning and innovation
- **Fun:** Enjoying our work and fostering a positive atmosphere

## HHG GenNext Program

The **HHG GenNext** program focuses on developing future leaders within the firm, offering:

Leadership training workshops

- **Project management** skills development
- **Networking opportunities** with industry leaders
- **Exposure to firm management** and strategy sessions

## Additional Opportunities

- **Client secondments:** Gain in-house experience with our corporate clients
- **Pro bono work:** Contribute to our community legal initiatives
- **Social and networking events:** Build relationships within the firm and legal community
- **Wellness programs:** Access to fitness classes and mental health support

By combining elements from leading Australian law firms with HHG Legal Group's unique culture and

focus on innovation, our graduate program offers a dynamic and rewarding start to your legal career. We are committed to nurturing the next generation of legal professionals who will shape the future of law in Western Australia and beyond.

## More Information

### LAW WEEK – A DAY IN THE LIFE OF A LAWYER

Join us for an enlightening afternoon designed specifically for up-and-coming law graduates and aspiring lawyers. Gain invaluable insights into the legal profession from those who have walked the path before you.

Our panel, featuring a mix of seasoned practitioners and fresh law graduates, is ready to answer all your questions about life as a lawyer.

Discover what really happens during your initial year in the field, get a glimpse into a typical day at a firm, and explore various practice areas to find your fit.

This is a fantastic opportunity to learn, network, and set yourself up for success in the legal world.

Don't miss out on uncovering what life truly holds after earning your law degree. This event is held annually in collaboration with The Law Society's – Law Week.

### CAREER FAIR

Every year HHG Legal Group is involved with the following University Career Fairs – we look forward to meeting you at these exciting events.

HHG Legal Group will have stalls at Murdoch Career Day, Notre Dam Career Evening and UWA's Blackstone Career Fair, during April and May each year.