Lenczner Slaght (www.litigate.com)

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BASIC INFORMATION

130 Adelaide St West
Suite 2600
Toronto, Ontario M5H 3P5
Office Size: 90
Organization Size: 90
Languages spoken in this office:
Predominately English

Primary Contact:
Ms. Natalie Zinman
Director of Legal Recruitment and Development
Suite 2600
130 Adelaide Street West
Toronto, Ontario (ON) M5H 3P5
Phone: 416-865-2887
nzinman@litigate.com

LAWYER DEMOGRAPHICS

	Man	Woman	Non-binary	Total
All Lawyers	41	35		76
Equity Partners	17	7		24
Non-equity Partners				
Associates	15	24		39
Articling Students	0	7		7

RECRUITING & HIRING

	1st Yr. Summer	2nd Yr. Summer	Articling Students
Do you hire:	No	Yes	No
How many did you/will you hire for:			
2019			
2020			
2021			
2022			
Rotation			
Split/Secondment			

FIRST YEAR SUMMER STUDENTS
</p>Do you recruit first year summer students?: No
When is the application deadline for first year summer students?: N/A
Do you participate in on-campus interview (OCI) programs to fill such positions?: No

SECOND YEAR SUMMER STUDENTS
</p>Do you recruit second year summer students?: Yes
When is the application deadline for second year summer students?: August 2021, in accordance with the established LSO requirements.
When is the interviewing period?: On Campus Interviews (OCI's) take place in September and October. In Firm Interviews occur at the beginning of November. Specific recruitment dates are determined in accordance with the LSO recruitment procedures. During Covid-19, the OCI and In Firm Interview processed have been conducted virtually.
Do you participate in on-campus interview (OCI) programs to fill such positions?: Yes

CAMPUS RECRUITING
Will you be participating in OCIs this year?: Yes
If yes, which schools?
Dalhousie University, Dalhousie Law
McGill University, Faculty of Law
Osgoode Hall Law School, York University
Queen's University, Faculty of Law
University of British Columbia, Faculty of Law
University of Calgary, Faculty of Law
University of Ottawa, Faculty of Law, Common Law Section
University of Toronto, Faculty of Law
University of Western Ontario, Faculty of Law
University of Windsor, Faculty of Law

Required Application Materials:
Resume
cover letter
post secondary transcripts
law school transcripts
list of upper year courses

References, while helpful, are not mandatory.

Preferred Method of Application:
viDesktop Portal
Lenczner Slaght is committed to hiring top notch students and lawyers from all backgrounds, and to provide them with a collegial atmosphere, solid training and real-world work experiences to allow them to develop their skills and become first class advocates.

Decreasing Barriers in Student Hiring
Lenczner Slaght is committed to having an unbiased recruitment and selection system. We are a work in progress.
In 2018, we took the bold step to “anonymize” student applications (by removing a candidate’s name) in order to reduce barriers to entry for diverse candidates. We are the first law firm in Canada to implement this and have pioneered the strategy and the processes required to execute this on more than 450 applications. We applied an automated and manual process which removed candidates’ names from all documents. However, all other information submitted by candidates will be considered. This new selection system assisted screeners and interviewers to evaluate students on their skills and qualifications, and helped address any unconscious biases and remove barriers. Our application screeners and interviewers also receive training on an annual basis on interviewing skills and unconscious bias. If you have any questions about our process please contact Natalie Zinman. We would love to hear from you.

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PRACTICE AREAS

Practice Areas	Practice Group Name	# of Lawyers
Commercial	Commercial & Business Litigation	62
Competition	Competition & Antitrust	11
Employment	Human Resources Litigation	27
Intellectual Property	Intellectual Property	76
Administrative	Public and Administrative	76
Public Litigation	Securities Litigation	76
Securities Arbitration	Arbitration	29
Construction	Construction & Infrastructure	20
Estate	Estates Litigation	76
Litigation	Appeals	45
Litigation	Class Actions	34
Litigation	Crisis Management & Investigations	32
Litigation	Cybersecurity & Privacy	20
Litigation	Defamation & Media	30

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