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Internationally Trained Lawyers in Canada

Wura Dasyilva
Articling Student, Miller Thomson LLP

What ITLs bring to the table.

- **Diversity and Inclusion:** At a time when the spotlight is on diversity and inclusion at the workplace, ITLs can bring a whole new dimension to an organization's commitment and outlook
- **Languages:** New languages added to the organization's language base may potentially be of assistance to international clients
- **Culture:** Fresh perspectives, and a distinct and different knowledge base may lead to a richer ethos for the hiring organization in particular and the Canadian legal fraternity in general
- **Business:** ITLs can provide a distinct business advantage
- **Educational background:** ITLs are not educationally disadvantaged. They are qualified lawyers from other jurisdictions. Additionally, the NCA process sets them up for knowledge of Canadian laws
- **Work Experience:** Many ITLs were practicing lawyers in their home countries, and possess residual knowledge in various areas of law

When in doubt

Employers may have certain doubts before hiring ITLs

We recommend that you:

- Assess the credentials of an ITL; ask for academic transcripts; attempt to understand the grading system on their transcripts
- Ask for recommendation letters from previous employers
- Request for writing samples from the applicant
- Look up former employers or the university attended by the applicant on the internet; check their LinkedIn profile
- Ask for professional references from applicant's home country

Towards a new horizon

- A level playing field is the need of the day
- Equal opportunities and access for all
- Spreading awareness about ITLs within the legal community
- Information sessions for ITLs about the Bar and articling opportunities
- Hiring and interviewing practices may differ slightly, but basic principles and methods should be the same
- Focus should be on seamless transitioning of ITLs from the NCA to the Bar

Questions?

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