



You & Cudmore

A CAREER AT
CUDMORE LEGAL

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Choosing a Career with Value & Meaning

Choose Family Law with Cudmore

There are several career paths for a solicitor, paralegal, or legal assistant in family law. Few have what it takes to excel in family law; however, if you do, expect to learn many unexpected skills to help you in all areas of your life.

What you need

DEDICATION



Dedicating your practice to family law will open up many opportunities to make a difference in people's lives. The better you are at it, the better you'll be at protecting clients and their children. Family law is a challenging but rewarding gig; not only do you get to help people, but you also get to learn from your experiences and put those lessons into your private life.

What you will learn

HOW TO REDUCE CONFLICT



Separation is emotionally intense for both parties. You will be in a leadership position to help reduce conflict. Many proven tactics are employed to minimise friction, and you will learn to use every one of them selectively. The right tactic at the right time could dissolve a client's intransigence on almost any issue.

IDENTIFYING DOMESTIC VIOLENCE, BULLYING, ABUSE



Cases involving domestic violence, abuse, or bullying require special care. Some clients and children will need protection, and domestic violence is a genuine and continuing concern. You will learn how to identify and help protect your client and their children from emotional and physical abuse.

EFFECTIVE COMMUNICATION



You will learn how to speak to absolutely anyone. Clients, witnesses, experts, court personnel, opposing counsel, mental health professionals, mediators, and judges. are just a few of the types of people you will need to learn how to communicate with.

What you will learn



EXPRESSING EMPATHY AND COMPASSION

“They will not care about how much you know until they know how much you care.” Your clients will often be hurting on many levels. You will learn to be comfortable establishing a dialogue and expressing empathy, so clients feel secure enough to tell you the full details.



REALISTIC ADVICE

You can't make choices for your clients; however, you can provide excellent advice. Great advice means nothing if it isn't understood. Your job is to guide the client through every proceeding. You will learn the law and become familiar with the likely outcome in proceedings. You will learn how to provide your client with realistic advice, this can be a tough conversation to have, but it is necessary.



OBJECTIVITY

Striking a balance between kindness to someone in distress and providing legal advice isn't easy. Through experience, your judgement will improve, and good reviews will better equip you for more challenging clients.



RESILIENCE

You won't win every case. There will be losses, and you will learn from them. You will learn to become resilient at work and in your life to share these experiences with those needing them most.

Apply now

Send your resume and cover letter to

careers@cudmorelegal.com.au

GROWTH

Be more with Cudmore

Cudmore Legal is an award winning family law firm. And, that is because we believe our staff are our biggest asset.

We therefore, put our resources and time into training them to allow them the opportunity to grow and progress their career and themselves at Cudmore Legal.



DEVELOPMENT OPPORTUNITIES

Through the business's success and growth, we offer staff career pathways and excellent growth opportunities.



MENTORING

We provide constructive feedback to ensure our staff are constantly improving. When our people progress to the next stage of their careers, they are ready, confident, and able to continue to provide our clients with a high standard.



EDUCATION AND TRAINING

We meet as a team weekly, learning about different topics each week while enjoying a few drinks and catered nibbles! Our people continue learning and brainstorming ideas and ensure our team can always provide our clients with relevant, up-to-date advice on their matters.



RESOURCES

We ensure that our team have access to resources from leading industry partners. We give our people access to the family law book, LexisNexis and other great resources that can be accessed on the go.



INNOVATION

We love to keep ahead of the curve with technology, so we are constantly sourcing software that gives us a cutting edge. This allows our people to connect with clients and the team efficiently. We ensure staff are provided with great up-to-date laptops, multiple screens and ergonomic desk set ups.

PERKS

Get more with Cudmore

Apart from being a great place to work and a great place to grow, Cudmore also offers a range of financial and non-financial benefits to reward our people.



REMUNERATION

We pay above market for most junior and entry-level positions. To keep Cudmore legal ahead of the market, after completing the 6-month probation period, we offer a very general bonus scheme to senior staff and associates. And regular reviews for other team members.



CUDDIE DAYS

After completing your 6-month probation, staff get access to Cuddie Days – this is one day off a month that doesn't come out of your leave balance. This means our staff get an extra 12 days off a year!!



CUDDIE POINTS

A recognition and rewards system Cudmore Legal utilises. Team members can recognise their peers' contributions and reward them with "cuddie points" that peers can use to redeem real cash prizes.



CBD PARKING

Senior Associates get free CBD parking. Other staff can use the free CBD parking on weekends!



REFERRAL BONUS

We offer staff a referral bonus for bringing in clients! When a staff member refers a client to the firm, we offer 20% of the billed fees as a bonus to the employee who referred them.



WORK LIFE BALANCE

Several of our perks allow for staff to really benefit from a work life balance. Leadership are approachable, flexible, and genuinely care about the health and wellbeing of the team.

MONTHLY CUDDIE EVENTS

Team building is so vital to our firm. Every month, we like to treat the team to a monthly dinner and drinks where we can sit back, relax, and socialise outside of the office. Cuddie events help build team morale and give us a chance to unwind and make connections outside the work environment.

CONVENIENT LOCATIONS

Our stylish CBD location is conveniently located to all public transport hubs, amenities, shops, and Court! Our regional offices offer free onsite parking to ensure staff can easily access the office for client meetings.

SNACKS AND DRINKS BAR

We have set up a snack bar regularly filled with chocolates, protein balls, fruit, and various snacks for staff to help themselves throughout the day. We also have a wide range of teas, coffee, soft drinks and water.

SUPPORTIVE ENVIRONMENT

Our team are hardworking and dedicated to the overall values of the firm. We help and support each other to grow at work and in life.

360 FEEDBACK

Within any organisation, things will inevitably go wrong: people will make mistakes, and the business will face performance challenges. But establishing a feedback culture can help reduce errors and build confidence. We have an open-door policy, so you are always comfortable coming to anyone in the leadership team.



CULTURE

Belong more with Cudmore

A positive work culture can improve teamwork, raise team morale and also increase productivity. We believe a positive workplace culture is purposely planned, with leadership who are conscience of and receptive to feedback.





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