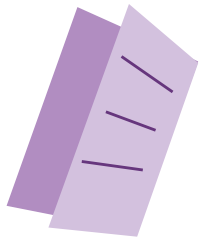


April 2008

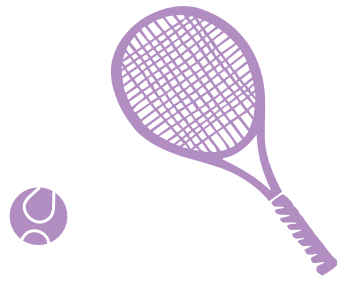


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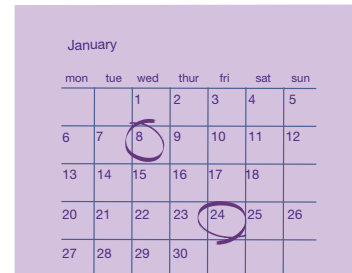
at work

Law and practice-related updates.



at play

Membership news and event reports.



calendar

Trainings and workshops calendar from April 2008.





## ► SAL Law Debate 2008

- "Litigation: A Man's Domain?"

## ► Help Wanted: Be Part of Our Legal Heritage Tour this July

## ► The Interview Process

## SAL Law Debate 2008 – "Litigation: A Man's Domain?"

By Kok Mun Loon, Time Keeper at the SAL Law Debate, with additional reporting by Rebecca Sit, Senior Executive, Membership Affairs



About 240 members, guests and law students from the National University of Singapore and Singapore Management University attended the Singapore Academy of Law ("SAL") Debate 2008 on Friday, 14 March 2008 at the Supreme Court Auditorium.

The event was organised by SAL's Membership and Social Committee and this was the fifth year that SAL is holding the event, following the success of the previous rematch debate between members of the

legal and media profession held in 2006. This year, the male lawyers and female lawyers of the legal profession battled against each other with the motion: "Litigation: A Man's Domain?"

After a scrumptious buffet dinner courtesy of the Academy Bistro, the audience waited in excited anticipation in the auditorium as the Master of Ceremonies introduced the event. The "fun" debaters arrived in style: mystery speaker for the proposition, Ms Tara Davenport, was flanked by the men in black (Mr Chelva Rajah, SC, Mr Christopher Ong and Mr Edmond Pereira); and the women's team (Ms Deborah Barker, SC, Ms Kuah Boon Theng, Ms Aurill Kam) in colourful and beautifully sequined ethnic outfits and in their midst, their mystery speaker, Mr Adrian ("Adriana") Tan – in a midnight blue *baju kurong*!



# inter se online at work

## ► SAL Law Debate 2008

- "Litigation: A Man's Domain?"

## ► Help Wanted: Be Part of Our Legal Heritage Tour this July

## ► The Interview Process

Chairperson and political satirist extraordinaire Mr Brown's hilarious opening remarks and quips set the tone for a wonderfully entertaining evening of wit, humour and rollicking good fun.



The evening was filled with skilful puns, clever witticisms and innuendos, complete with creative use of props on both sides. Some highlights of the evening include:

- Mr Edmond Pereira's deep bass voice, at Mr Brown's persistent cajoling, reciting the famous lines from the movie *Return of the Jedi* – "Luke, I'm your father..."
- Mr Adrian ("Adriana") Tan's side-splitting explorations of Mr Pereira's connubial adventures complete with reference to, ahem, the "blue" pill, to which Mr Pereira so sportingly played along, much to the delight of the audience.
- Ms Deborah Barker's summing up with the ukulele and song "... women are better litigators in every way ...", which helped win the debate for the women's team.
- Mr Rajah's polished and elegantly argued out closing speech for the men's team, peppered with tongue-in-cheek humour, which won him the best speaker award for the evening.

The evening came to a close with the women's team winning the debate. It has certainly lived up to the series' reputation as one of the most entertaining events of the year.



# inter se online

## ▶ SAL Law Debate 2008

- "Litigation: A Man's Domain?"

## ▶ Help Wanted: Be Part of Our Legal Heritage Tour this July

## ▶ The Interview Process



### Feedback from participants

"It was one of those debates that I would like to listen to every time and laugh till my ribs hurt ... It was so, so entertaining." – Anyinge Jacinta

"I look forward to this event every year and I must say I thoroughly enjoyed every moment of it!! Mr Brown is a great facilitator and a true highlight of the evening's event, not to mention the wonderful speakers/debaters in the form of Messrs CR Rajah, Edmond Pereira and Adrian Tan. Truly a 'laugh-a-minute'." – Valerie Cheah



# inter se at work online

## ▶ SAL Law Debate 2008

- "Litigation: A Man's Domain?"

## ▶ Help Wanted: Be Part of Our Legal Heritage Tour this July

## ▶ The Interview Process

### Help Wanted: Be Part of Our Legal Heritage Tour this July

For many years, the old Supreme Court has stood as Singapore's most visual symbol of justice. This year, to mark the Singapore Academy of Law's 20th anniversary, we will be opening up the old Supreme Court for members of the public to see as part of our Legal Heritage Exhibition!

We are currently looking for interested parties who can communicate well and are confident public speakers to be part of our cast of characters for this unique tour.

If you are looking for a temporary full-time job for the entire month of July that is intellectually stimulating, rewarding and meaningful, this is it! We will be holding two information sessions on the following dates:

#### Wednesday, 2 April 2008

4.00pm

#### Friday, 4 April 2008

10.00am

The venue for both the information sessions will be:

#### The Senate Room

Singapore Academy of Law

1 Supreme Court Lane, Level 6

Singapore 178879

Please RSVP your attendance by e-mailing [fabiantan@sal.org.sg](mailto:fabiantan@sal.org.sg).



# inter se online

## ► SAL Law Debate 2008

- "Litigation: A Man's Domain?"

## ► Help Wanted: Be Part of Our Legal Heritage Tour this July

## ► **The Interview Process**

### **The Interview Process**

*For most people, the job interview is the single most intimidating part of the job search. However, the experts at Law Alliance believe that with the right preparation, every candidate can perform well at an interview.*

The key word is "preparation" and this is where we, as recruitment professionals, can assist you. Our consultants are involved in the interview process on a daily basis and, put simply, we know what to do and we know what to avoid.

We hope this guide will assist you in your preparation but do remember that there is no substitute for speaking with your recruiter and receiving advice specifically tailored to your particular interview and circumstances.

### **General preparation**

#### *Presentation*

Look professional and remember the law is

a conservative profession. Do not fidget. Look into your interviewer's eyes. Greet your interviewer with a firm handshake.

#### *Preparation*

Research the employer and interviewer. Be ready to talk confidently about anything referred to in your CV. Know why this employer would be a good fit for you. Have quality questions ready to ask at the end of the interview.

#### *Punctuality*

Never, under any circumstances, be late. Give yourself more than enough time for the journey, assuming delays.

#### *Be positive*

Do not criticise your current employer or colleagues. Your reason for looking to change jobs should reflect a positive drive for career progression. It is important that one's positivity extends to every aspect of work, specifically including practice development.



# inter se online

## ► SAL Law Debate 2008

- "Litigation: A Man's Domain?"

## ► Help Wanted: Be Part of Our Legal Heritage Tour this July

## ► **The Interview Process**

### *Be precise*

Never ramble. Answers should be short and to the point. If you don't understand a question, seek clarification before attempting to answer.

### *Avoid discussing salary*

If the question is put, the correct answer is to say you are looking for a market salary.

### *Be confident*

However, avoid arrogance. Smile and display enthusiasm.

### *Use examples*

An example is helpful in illustrating a point but be careful that it does so and does not develop into long tales that lead nowhere. Gauge the interviewer's interest by watching his eyes.

### *Referees*

Ask for their permission before naming them. Your interviewer may know them personally.

### *Technical questions*

If you don't know the answer, apply relevant legal principles as you would if advising a client in a meeting. Do not guess.

### *Debriefing*

Speak to your recruitment consultant after the interview so he or she can in turn speak to the interviewer. This can be a very important part of the interview process.

In addition, bear in mind the following points which although may be raised in any setting, relate more specifically to telephone and video conference interviews respectively.

### **Telephone interviews**

- Take the call in a quiet area. Minimise distractions and, where possible, use a landline.
- If you receive a call unexpectedly at a time which is inconvenient, it is acceptable to explain and ask to reschedule.
- In any interview but more particularly in a



# inter se online

## ► SAL Law Debate 2008

- *"Litigation: A Man's Domain?"*

## ► Help Wanted: Be Part of Our Legal Heritage Tour this July

## ► The Interview Process

telephone interview, you are being evaluated not only on what you say but also on how you say it. In the absence of body language and eye contact, you must sharpen your verbal skills and use professional and polished speech.

### Video conference

- When you commit to attending a video conference ("VC") interview, avoid cancellation or postponement because rescheduling often involves significant fees which are paid by the very firm/company which you hope will offer you a job. However, if you find you have absolutely no option but to cancel or postpone, ensure that you apologise for it and briefly explain what caused you to cancel or postpone at the first available opportunity.
- Be clear about where you are going and have a number that you can call if you encounter any difficulties. This is particularly relevant for VCs as they often take place outside office hours and you may find it

difficult to confirm details at the last moment.

- Be a little early so you can settle down before the VC begins.
- Be as aware of your presentation as you would be if interviewing in person.
- Technical difficulties are often experienced in VCs. Do not let this unsettle you but do let your interviewers know if you are having problems.

### Common areas of questioning

- The reasons for your interest in this employer.
- The reason for looking to leave your current job.
- Your career to date.
- The reasons for choosing the area of law in which you practise or are interviewing to enter.
- Recent developments in your chosen area of law.
- Whether you are considering other options.
- Your strengths and weaknesses.
- Examples of cases/deals you have worked upon, and the role you played.





# inter se online

## ► SAL Law Debate 2008

- "Litigation: A Man's Domain?"

## ► Help Wanted: Be Part of Our Legal Heritage Tour this July

## ► The Interview Process

- Your ambitions.
- Your knowledge of this employer.
- Particular work-related achievements worthy of note.
- Examples of your teamwork.
- Practice development initiatives in which you have been involved.
- Work-related challenges you have faced and how you overcame them.
- Examples of how you adopted a commercial approach to your practice.
- Examples of your ability to delegate.
- Your ability to handle pressure and stressful situations.
- Examples of your ability to communicate effectively.
- Your motivation.
- Your relationships with your work colleagues.
- Prospects for advancement within the firm.
- Nature of the work usually handled by the department.
- Other details of the department. However, try not to ask questions which you could easily have found answers to in the public domain.
- Where you would fit within the team.
- Future plans for the department and the firm.

### Utilise our experience

First impressions are critical. Thus, a first interview is the single most important part of the recruitment process.

Our recruitment professionals have a vast knowledge of how interviews work. They can advise you on how best to approach them. They can also provide you with important facts about firms and interviewers, including both general information and more specific details on what to expect from the people with whom you will be meeting.

### Good subjects on which to ask questions

- Availability of professional training courses.
- In-house knowledge management and IT systems.
- Marketing initiatives within the department.



# inter se

at work  
online

► **SAL Law Debate 2008**

- "Litigation: A Man's Domain?"

► **Help Wanted: Be Part of Our Legal Heritage Tour this July**

► **The Interview Process**

Accordingly, an important part of your interview preparation should involve speaking to your recruiter to obtain detailed knowledge on the firm/business, department and individual with whom you are interviewing.

*This article is published with the kind permission of Law Alliance, a legal recruitment specialist. For more updates on the legal recruitment scene here and elsewhere, visit [www.law-alliance.com](http://www.law-alliance.com).*



# inter se at play online

## ► Reflections

- *The SAL Annual Lecture Series*

## ► Dining Out

- *Sultan Kebab Rules!*

## The SAL Annual Lecture Series

*A look at legal luminaries who have delivered the lectures over the years.*

A hallmark of the Singapore Academy of Law has been the ability to attract and invite foreign luminaries to speak about their area of expertise or other important developments. In the ensuing years, some of these people have retired, two have passed away, while many others are still involved in the legal profession. We take a look at a few of these people and the events that transpired after speaking at our Annual Lecture Series.



At the inaugural Annual Lecture of 1994, then Lord Chief Justice of England, the Right Honourable the Lord Taylor of Gosforth

spoke about the growing relationship of the justice system to the mass media, insisting among other things that the media must not unduly influence legal proceedings. It was a well-attended event, attracting 1,100 guests, amongst them the Law Minister Prof S Jayakumar, former Chief Justice Wee Chong Jin and the British High Commissioner at the time, HE Mr Gordon Duggan.

Two years later, the significance of his chosen topic would make itself known in the highly publicised trial and appeal of Rosemary West. It was an affair that drew plenty of media attention, with West's counsel accusing the media of malignly influencing the Judiciary. This was the last appeal that Lord Taylor would hear before stepping down as Lord Chief Justice. He passed away a year later in 1997.



# inter se at play online

## ► Reflections

- *The SAL Annual Lecture Series*

## ► Dining Out

- *Sultan Kebab Rules!*

The Right Honourable Beverly McLachlin, the first woman to be Chief Justice of Canada, spoke in 2000 on the topic of "Activism in the Interpretation of Case Law and Statutory Authorities". She was the first woman to speak at the Annual Lecture and continues to serve as the Chief Justice of Canada. Her predecessor, Antonio Lamer, who had spoken at our Annual Lecture four years before, passed away late last year.



Former Justice Sandra Day O'Connor addressed the Annual Lecture in 2002, becoming the second of three women who have spoken at the Series. In her interview with *Inter Se* at the time, she shared freely about her childhood growing up on a ranch and her meteoric rise to the United States Supreme Court. She also shared about the

challenges that she faced as a woman in the legal profession during her early years.

The only American to speak at the Annual Lectures thus far, Mrs O'Connor would serve another three years on the Supreme Court before retiring in 2006. She is currently the Chancellor of the College of William and Mary in Virginia.

In a bizarre turn of events, her husband of 55 years, Mr John Jay O'Connor III, who had Alzheimer's disease, was reported as having fallen in love with another patient at the nursing home in which he lives. Former Justice O'Connor has stood by their side, even accompanying the new couple for walks through the garden, in a demonstration of the concept of "old love", a happiness at seeing her husband happy, and a phenomenon that has captured the imagination of the American public.



# inter se at play online

## ► Reflections

- *The SAL Annual Lecture Series*

## ► Dining Out

- *Sultan Kebab Rules!*

Mr O'Connor had accompanied former Justice O'Connor on her trip here in 2002.



The third woman to address the Annual Lecture Series, the Right Honourable Dame Sian Elias, Chief Justice of New

Zealand, still holds that post. She delivered her lecture in 2004 on "Impartiality in Judicial Function" where she highlighted the increasing public scrutiny of the background, attitudes and opinions of judges.

In this day and age, she argues, there is public acknowledgment that good judges will not be "ideological virgins" upon their appointment. Thus, the public must be willing to rely on the professional obligation of impartiality which judges assume with office.

Her colleagues across the Tasman, however, chose different topics. Sir Gerard Brennan spoke on "The Rule and Role of Domestic Law in International Relations" in 1998; while his predecessor Sir Anthony Mason had spoken on "Procedural Change" three years earlier. Both men are currently judges on the Hong Kong Court of Final Appeal.

Hong Kong's lone representative in the Annual Lecture Series came in the form of Sir Yang Ti Liang, its Chief Justice from 1988 to 1996. Sir Yang had run unsuccessfully for the position of Chief Executive of Hong Kong the year prior to speaking at the Annual Lecture of 1997. His topic was "Hong Kong in 2002".

Besides highlighting the changes in its legal system that would take place shortly, Sir Yang also touched on the economic future of



# inter se at play online

## ► Reflections

- *The SAL Annual Lecture Series*

## ► Dining Out

- *Sultan Kebab Rules!*

Hong Kong, proclaiming it would be “business as usual” for the country. He mentioned that Hong Kong could not fail to benefit from being part of a powerful motherland as he predicted that “in the year 2007...China would surely take her place amongst the strongest nations in the world”.



It has scarcely taken China that long. When His Excellency Mr Xiao Yang, Chief Justice and President of the Supreme People's

Court of the PRC came to Singapore to deliver his lecture on “Economic Development and Legal Evolution in China” in 2003, he did so to a packed ballroom at the Intercontinental Hotel. This unprecedented turnout was testament to China's emergence as one of the world's biggest markets.

Many speakers have left interesting pieces of advice for Singapore's lawyers as they graced our Annual Lecture Series, but perhaps His Excellency Mr Xiao Yang put it most succinctly when he said:

“If there is one piece of advice that I can give, it is this – conduct your affairs according to the law.”



# inter se at play online

## ► Reflections

- *The SAL Annual Lecture Series*

## ► Dining Out

- *Sultan Kebab Rules!*

### Sultan Kebab Rules!

By Richard Tan Ming Kirk, Consultant



Ever since I ate my first doner kebab, I've been a great fan. I have had doner kebabs in Europe, the United States, Japan and even in Malaysia but unfortunately, it is not easy to find them in Singapore. Anatolia Turkish Restaurant and Dharma's Kebabs are the only two names that come easily to mind now that Kyros Kebab appears to have disappeared from the local food scene. However, I recently discovered another kebab place in town.

Sultan Kebab is a small but clean and cosy little doner kebab shop on the ground floor of Peace Centre. The front of the shop has two red and white signs with its name,

website address ([www.sultankebab.com.sg](http://www.sultankebab.com.sg)) and opening hours. However, when I subsequently went to their location on the Internet, I found a message saying that the site was under construction. I also found out later that while their opening hours are stated to be from 11am to 9pm, they will close once their day's supply of meat runs out and that could be at 8pm on some days. You can choose to sit at the counter and watch the meats being cooked but this being hot and humid Singapore, I chose one of the small tables instead. While I was there, only one lady sat next to the counter to eat.

According to *Larousse Gastronomique*, kebab is a Turkish dish consisting of small pieces of meat threaded onto skewers and grilled or roasted and the name is actually a shortened form of "sis" or "shish" kebab. Doner kebab means "rotating meat" in Turkish (as it is slowly roasted on a vertical rotating pit) and it is often served with





# inter se at play online

## ► Reflections

- *The SAL Annual Lecture Series*

## ► Dining Out

- *Sultan Kebab Rules!*

tomatoes, lettuce and a sauce in a pita bread. Nowadays though, it is served in many ways and even in a pizza form. Sultan Kebab serves their doner kebab in four ways: in a sandwich, in a roll, with rice or as iskender kebab (ie with tomato sauce, buttered bread pieces and yoghurt). Although kebab is traditionally done with lamb, only chicken and beef are available here. I suppose they figured out that not many locals are too keen on lamb and they are probably right. However, I would have preferred lamb. While I was there for lunch, there were more orders of beef and so not much beef was left. I took that as a good sign and ordered a beef kebab in a roll.

There was less beef than I would have liked but nonetheless, I enjoyed my meal. I found the meat fresh and tasty and it brought back memories of the best doner kebabs I have eaten elsewhere. It also costs a reasonable \$5. It will also cost you \$5 for a kebab sandwich but \$7 if you have it with rice and \$7.50 if you have it as iskender kebab. For those kinds of prices, it is fairly good value

for your money although it is not as cheap as food in most hawker centres or food courts. I was there at about 1.30pm and there was an almost continuous stream of customers either ordering to dine in or take out. Sultan Kebab certainly rules!



Type of Food	Turkish
Best for	Quick tasty meal
Ambience	Fairly quiet (at least while I was there)

Address: 1 Sophia Road  
#01-15 Peace Centre

Tel: 6338 8750



◀ previous | next ▶

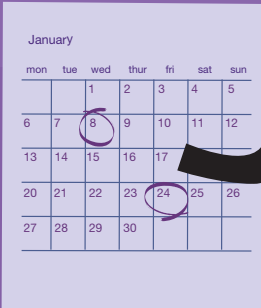


at work

at play

calendar

April 2008



# calendar inter se online

## TRAININGS AND WORKSHOPS CALENDAR FROM APRIL 2008

DATE	TOPIC	SPEAKER(S)/TRAINER(S)	ORGANISER(S)
8–10 Apr (Tue–Thu) 9.00am–5.00pm	EFS FE Full Course	Mr Clifford Leslie Nonis, CrimsonLogic	LTC
10–11 Apr (Thu–Fri) 8.30am–5.00pm	Visiting Fellows Programme: Private International Law – Practical Applications and Drafting Issues	Professor Adrian Briggs, University of Oxford	LES
10, 24 Apr (Thu) 2.30pm–5.30pm	EFS Enhancement 8.0	Mr Clifford Leslie Nonis, CrimsonLogic	LTC
28, 29 Apr (Mon, Tue) 9.30am–12.30pm	LawNet Portal Administrator	Mr Clifford Leslie Nonis, CrimsonLogic	LTC
28, 29 Apr (Mon, Tue) 2.30pm–5.30pm	LawNet2 Portal User	Mr Clifford Leslie Nonis, CrimsonLogic	LTC



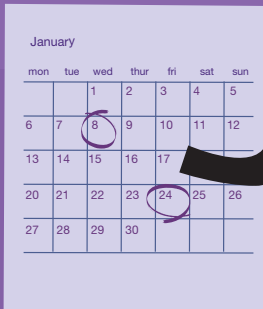
◀ previous | next ▶

at work

at play

calendar

April 2008



# calendar inter se online

DATE	TOPIC	SPEAKER(S)/TRAINER(S)	ORGANISER(S)
6 May (Tue) 2.30pm–5.00pm	Recent Developments in Insurance and Reinsurance Law	Professor Rob Merkin, University of Southampton	School of Law, SMU and LES
8, 9 May (Thu, Fri) 9.00am–5.00pm	Mediation: Strategic Conflict Management for Professionals	Mr Loong Seng Onn and Ms Carol Liew	SMC
23 May (Fri) 2.30pm–5.00pm	Environmental Law	TBA	APCEL, NUS and LES
24 Jun (Tue) 2.30pm–5.00pm	Is there an International Rule of Law?	Associate Professor Simon Chesterman, National University of Singapore	Faculty of Law, NUS and LES



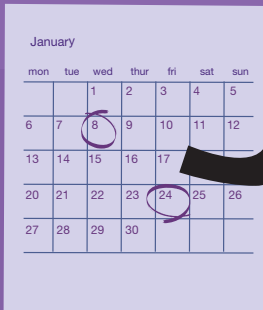
◀ previous | next ▶

at work

at play

calendar

April 2008



# calendar inter se online

DATE	TOPIC	SPEAKER(S)/TRAINER(S)	ORGANISER(S)
23–25 Jul (Wed–Fri) 8.30am–5.15pm	Obligations IV Conference – Current Issues in Contract, Tort, Equity and Restitution	Keynote Speakers: The Right Honourable Lord Hoffmann, Lord of Appeal in Ordinary; Professor Hanoch Dagan, University of Tel Aviv and Professor Stephen Perry, University of Pennsylvania	Faculty of Law, NUS; Melbourne Law School, University of Melbourne and LES

Please note that all information is correct at the time of publication. While every effort is made to retain the original arrangements, changes may sometimes be necessary. Details on select events may be found on the Academy's website at [www.sal.org.sg](http://www.sal.org.sg).

For enquiries and more information, please contact the respective organisers:

**Professional Affairs Committee (PAC):**

Rebecca Sit at tel: (65) 6332 0078 or [pac\\_events@sal.org.sg](mailto:pac_events@sal.org.sg)

**LawNet Training Centre (LTC):**

Seri Adilia at tel: (65) 6332 4256 or Aida Bte Abdul Rahman  
at tel: (65) 6332 4382 or [lrc@sal.org.sg](mailto:lrc@sal.org.sg)

**Legal Education and Studies (LES):**

Alexis Ong at tel: (65) 6332 4149 or [les@sal.org.sg](mailto:les@sal.org.sg)

**Singapore Mediation Centre (SMC):**

Survinder Kaur at tel: (65) 6332 4213 or [survinder\\_kaur@sal.org.sg](mailto:survinder_kaur@sal.org.sg)

**Membership Affairs (MBD)**

Rebecca Sit at tel: (65) 6332 0078 or [mship\\_events@sal.org.sg](mailto:mship_events@sal.org.sg)

For more information on the SMC courses above, please visit [www.mediation.com.sg/training.htm](http://www.mediation.com.sg/training.htm).



◀ previous | next ▶