



STRUCTURED RECRUITMENT TIMELINES FOR SUMMER 2025 POSITIONS (1L & 2L)

Important Note

Summer recruitment timelines across the country are set by various regional employer groups, bar associations and some are regulated by law societies. Some dates are tentative and have not yet been confirmed. This document may be updated and re-uploaded to The Source if we are made aware of timeline modifications. **The Career and Professional Development Centre will publish recruitment guides 4 to 6 weeks in advance of any structured recruitment cycle.**

Definitions:

IP: intellectual property

OCI: On-Campus Interviews - this year the OCIs will be virtual

ONTARIO

Ottawa IP (1L & 2L)

viLawPortal Opens for Students: Monday, September 16th, 2024.

Application Deadline: Tuesday, October 15th, 2024 at 1:00 p.m.

Communication of Time and Date of Interviews: Employers will make best efforts to contact selected students by Wednesday, October 23rd, 2024.

Interviews: Thursday, October 24th, 2024 to Wednesday, October 30th, 2024.

Communication of Offers: Thursday, October 31st, 2024 at 8:00 a.m.

Offers must remain "open" for **two hours** depending on when they were made for students to accept or decline.

Ottawa General Recruitment (2L)

viLawPortal Opens for Students: Friday, December 6th, 2024.

Application Deadline: Thursday, January 16th, 2025.



Communication of Time and Date of Interviews: Wednesday, January 22nd, 2025 to Friday, February 7th, 2025. Some employers may continue to make interview offers after the start of the interview period.

OCIs: Monday, February 3rd and Tuesday, February 4th, 2025.

Interviews: Tuesday, February 18th, 2025 to Thursday, February 27th, 2025.

Communication of Offers: Friday, February 28th, 2025 at 8:00 a.m.

Offers must remain "open" for **two hours** depending on when they were made for students to accept or decline.

Toronto (2L)

The Law Society of Ontario handles recruitment for summer positions more strictly than any other law society in Canada. For more information about the process, please refer to the Law Society's guidelines for summer recruitment procedures in Toronto.

viLawPortal Opens for Students: Monday, June 3, 2024

Application Deadline: Monday, July 22, 2024 at 5:00 p.m. ET

OCI: Tuesday, October 15, 2024

Communication of Time and Date of Interviews: Tuesday, October 22, 2024 at 8:00 a.m.

Interviews: from Monday, November 4, 2024 at 8 a.m. to Wednesday, November 6, 2024, at 3:00 p.m.

Communication of Offers: Wednesday, November 6, 2024, at 5:00 p.m.

Offers must be open until at least **Thursday, November 7, 2024, at 5 p.m.** Offers made after this date and time must be open for a reasonable period of time.

Toronto (1L)

The Law Society of Ontario handles recruitment for summer positions more strictly than any other law society in Canada. For more information about the process, please refer to the Law Society's guidelines for summer recruitment procedures in Toronto.

viLawPortal Opens for Students: December 22, 2024



Application Deadline: Wednesday, January 22, 2025 at 5:00 p.m. ET

Communication of Time and Date of Interviews: Tuesday, February 4, 2025 at 8:00 a.m. ET

Interviews: from Tuesday, February 18, 2025 at 8 a.m. to Thursday, February 20, 2025, at 3:00 p.m. ET

Communication of Offers: Thursday, February 20, 2025, at 5:00 p.m. ET

Offers must be open until at least **Friday, February 21, 2025, at 5:00 p.m.** Offers made after this date and time must be open for a reasonable period of time.

London, ON (1L & 2L)

viLawPortal Opens for Students: Friday January 3, 2025 at 9:00 a.m. ET

Application Deadline: January 20, 2025 at 5:00 p.m. ET

Communication of Time and Date of Interviews: Thursday, January 30, 2025 at 8:00 a.m. ET

Interviews: Monday, February 10, 2025 at 8:00 am - Wednesday, February 12, 2025 at 5:00 p.m. ET

Communication of Offers: Thursday, February 13, 2025 at 8:00 am ET

Kitchener Waterloo (1L & 2L)

viLawPortal Opens for Students: Friday December 6, 2024

Application Deadline: Monday January 6, 2025 at 5:00 p.m.

Communication of Time and Date of Interviews: Monday, January 20, 2025, no earlier than 8:00 a.m.

Interviews: Monday, January 27, 2025 (no earlier than 8:00 am) to Wednesday, January 29, 2025 (ending no later than 5:00 p.m.).

Communication of Offers: Thursday, January 30, 2025 (no earlier than 8:00AM). Offers made on Thursday, January 30, 2025, shall be open until January 30, 2025 at 5:00PM. Offers made after January 30 at 5:00PM shall be left open for a reasonable time.



BRITISH COLUMBIA

Vancouver (2L)

Students should be aware of the [Vancouver Bar Association \(VBA\) guidelines](#).

viLawPortal Opens for Students: Monday, July 22, 2024

Application Deadline for Employers doing OCIs*: Friday, August 2, 2024, 5:00 p.m. ET

Application Deadline for Employers not doing OCIs: Wednesday, August 28, 2024 at 11:59 p.m. PT

OCIs: Monday, September 9, 2024 to Tuesday, September 10, 2024

*For the list of Vancouver employers doing OCIs, please see *Vancouver Summer 2025 Recruitment Instructions for 2L Students*

Intention to Call E-mails: E-mails of intent to communicate an offer of interview may be sent between Friday, September 27, 2024 at 8:00 a.m. PT and Tuesday, October 1, 2024 at 8:00 p.m. PT

Communication of Time and Date of Interviews: Wednesday, October 2, 2024 at 8:00 a.m. PT

Blackout period: Friday, September 27, 2024 to Sunday, October 20, 2024

Interviews: Monday, October 21, 2024 to Wednesday, October 23, 2024

Communication of Offers: Thursday, October 24, 2024 at 8:00 a.m. PT (open until Friday, October 25, 2024 at 8:00 a.m. PT)



ALBERTA

Calgary (2L)

viLawPortal Opens for Students: Monday, July 22, 2024

viLawPortal Closes: Monday, August 19, 2024

Application Deadline for Employers doing OCIs*: Friday, August 2, 2024

Application Deadline for Employers not doing OCIs: Varies by employer

OCIs: Monday, September 9, 2024 to Tuesday, September 10, 2024

*For the list of Calgary employers doing OCIs, please see Calgary Summer 2025 Recruitment Instructions for 2L Students

Interviews: Monday, October 7, 2024 to Friday, October 11, 2024

Communication of Offers: Friday, October 11, 2024 at 2:00 p.m. MT

Calgary & Edmonton (1L)

viLawPortal Opens for Students: Wednesday, January 22, 2025

viLawPortal Closes: Wednesday, January 29, 2025 at 11:59 p.m. MT

Interview Offers (by email): Wednesday, February 5 at 12pm (noon) MT

Interviews: Tuesday, February 18 to Friday, February 21, 2025

Communication of Offers: Friday, February 21, 2025 at 4:00 p.m. MT



SASKATCHEWAN (1L & 2L)

viLawPortal Opens for Students: Friday, October 4, 2024

Application Deadline: Thursday, October 31, 2024 at 12 p.m. (noon) CST

Interview Offers: The week of November 4, 2024

Interviews: The week of November 18, 2024

Communication of Offers: Tuesday, November 26, 2024 at 4:30 p.m. CST

MANITOBA (2L)

Application Deadline: Friday, October 4, 2024 at 12 p.m. (noon) CST

Interview offers: Thursday, October 17, 2024 between 12 p.m. and 2 p.m. CST

Interviews: From Monday, October 21, 2024 to Tuesday, October 29, 2024

Communication of Offers: Thursday, October 31, 2024 at 12 p.m. CST

NEW BRUNSWICK, NOVA SCOTIA, PRINCE EDWARD ISLAND, & NEWFOUNDLAND (1L & 2L)

Application Deadline: Friday, October 11, 2024.

OCI: Wednesday, November 13th and Thursday, November 14th, 2024.

Interviews: There is no set call date for interviews. Interview dates vary by employer and generally take place in person between late December and early February 2025.

Communication of Offers: Dates vary by employer; generally between January and May 2025.