

Fragebogen Master Employers

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Summary

Total number of answers	24
Filter	no
Group by question	no

European Association for the Teaching of Legal Theory

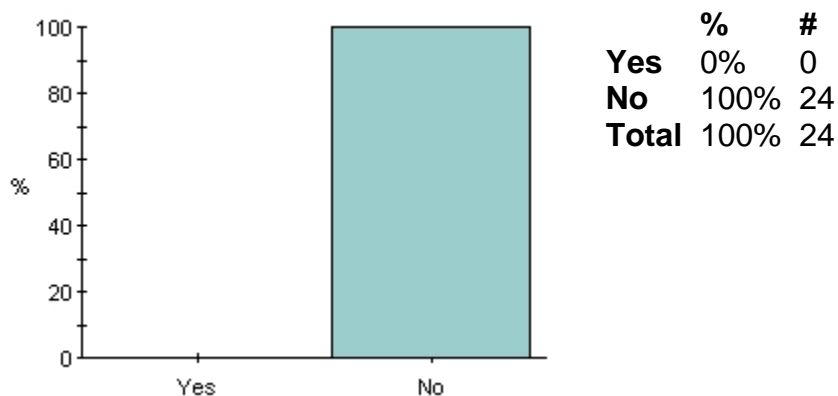
NEEDS ANALYSIS QUESTIONNAIRE E

This questionnaire contains 15 questions concerning the newly designed Legal Theory Master of the AMELIE Consortium.* The answers to this questionnaire will be treated in a confidential way. The purpose of the questionnaire is an internal needs assessment. The completion of the questions will take about 10 to 20 minutes. Thank you for your time!

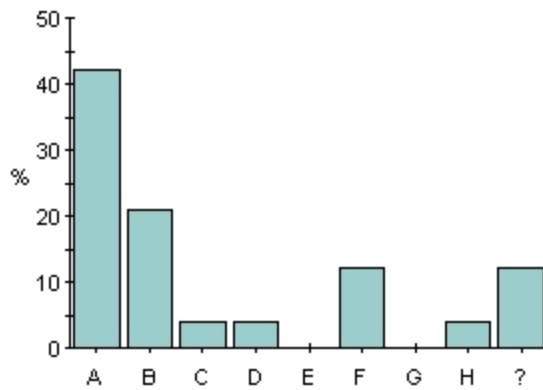
* AMELIE: Advanced Master of the European Academy in Legal Theory in the European Higher Education Area. Participating Universities: the Free University of Berlin, the Université Libre de Bruxelles (ULB), the Jagiellonian University Cracow, the Goethe-University Frankfurt/Main, the University of Lucerne, the University of Stockholm and the University of Vienna.

General Information

1. Have you answered this questionnaire before?



2. What kind of institution do you work at?



	%	#
A) University / Research Centre /...	41.7%	10
B) Law Firm	20.8%	5
C) Government Agency	4.17%	1
D) International Organisation	4.17%	1
E) NGO	0%	0
F) Business Sector	12.5%	3
G) Political Organisation	0%	0
H) Other	4.17%	1
I) ?	12.5%	3
Total	100%	24

Other:

4 have commented on this question

Other (one comment)

— Independent consultant

No alternative given (3 comments)

— notary office

— notary's office

— finance consulter

3. Which position do you hold in this institution?

23 have answered this question

— Post-doc Researcher

— partner

— finance consulter

— administrator

— partner

— lawyer

— director

— Research fellow.

— resaercher, project coordinator

— legal researcher, phd candidate

— Research

— researcher

— Deputy Head of Team - Financial Market Authority

— Researcher and Lecturer

— Junior researcher

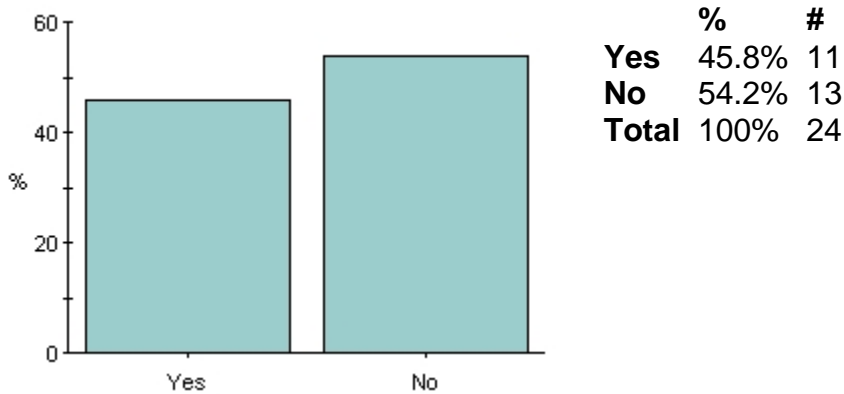
— Intern

— Assistant Professor

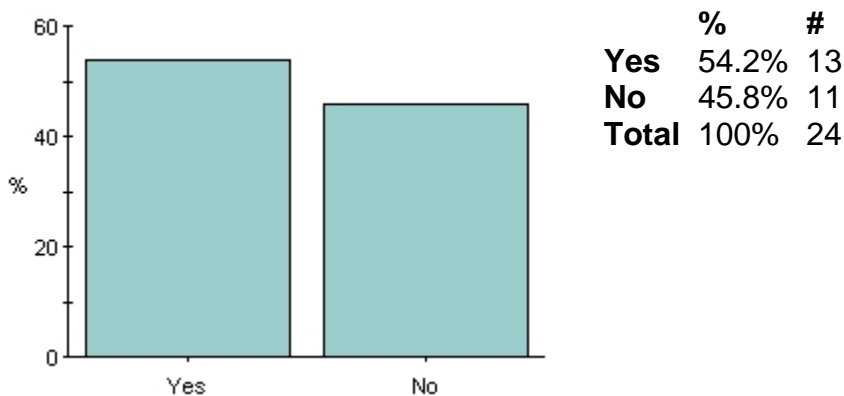
— full professor and director of doctoral school

- Resercher and teacher
- legal counsel
- collaborator
- partner
- partner

4. Are you in some way involved in human resources decisions?



5. Are you / have you been responsible for supervising staff members?



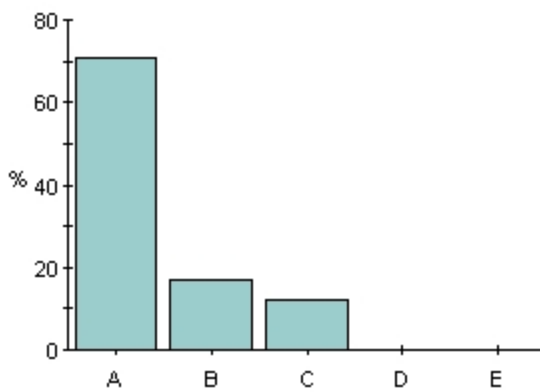
Needs Assessment

6. Skills – Overview

On a scale from 5 (essential) to 1 (irrelevant), how important do you think the following skills are for job candidates in your area of work?

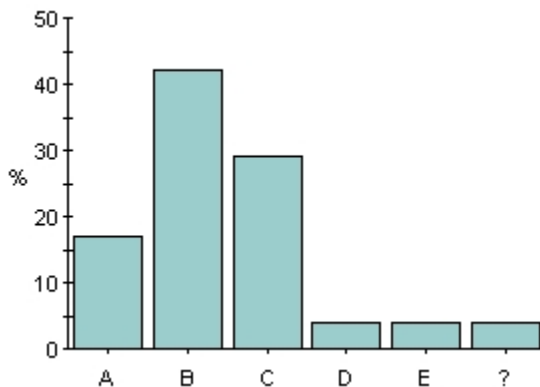
Understanding of basic principals and structure of law

	%	#
A) essential	70.8%	17
B) preferable	16.7%	4
C) valuable	12.5%	3
D) rarely needed	0%	0
E) irrelevant	0%	0



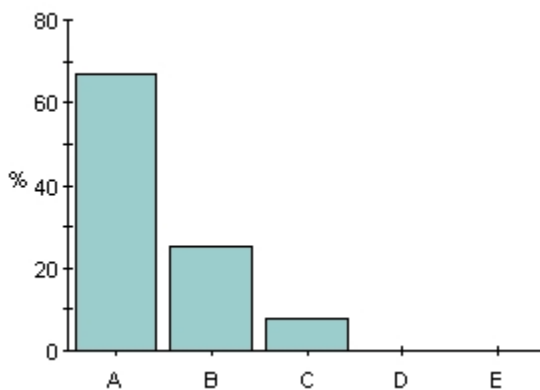
Total 100% 24

Understanding and command of different legal methodologies



	%	#
A) essential	16.7%	4
B) preferable	41.7%	10
C) valuable	29.2%	7
D) rarely needed	4.17%	1
E) irrelevant	4.17%	1
F) ?	4.17%	1
Total	100%	24

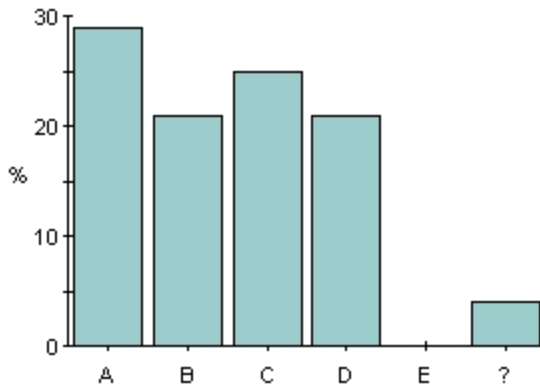
Critical thinking



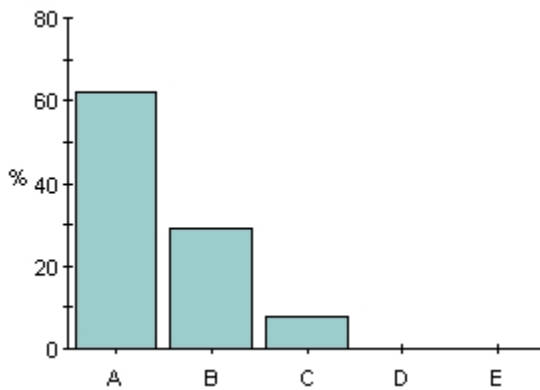
	%	#
A) essential	66.7%	16
B) preferable	25%	6
C) valuable	8.33%	2
D) rarely needed	0%	0
E) irrelevant	0%	0
Total	100%	24

Ethical thinking / social responsibility

	%	#
A) essential	29.2%	7
B) preferable	20.8%	5
C) valuable	25%	6
D) rarely needed	20.8%	5
E) irrelevant	0%	0
F) ?	4.17%	1
Total	100%	24

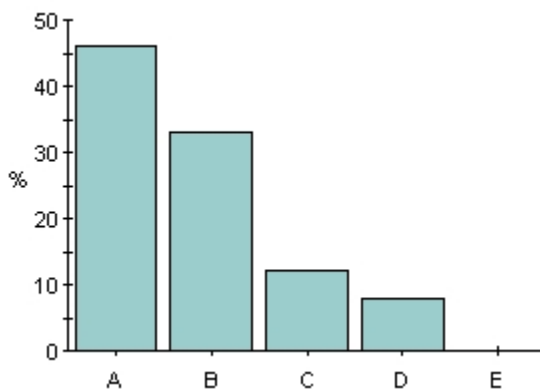


Being able to work independently



	%	#
A) essential	62.5%	15
B) preferable	29.2%	7
C) valuable	8.33%	2
D) rarely needed	0%	0
E) irrelevant	0%	0
Total	100%	24

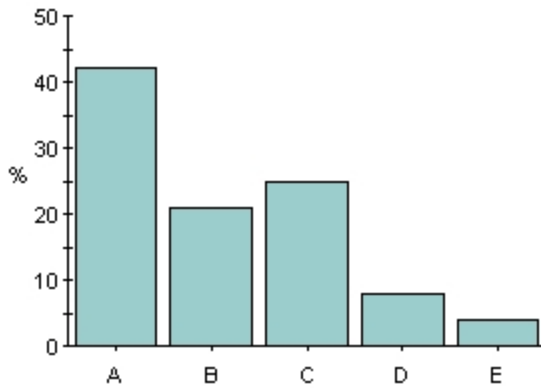
Contextual thinking



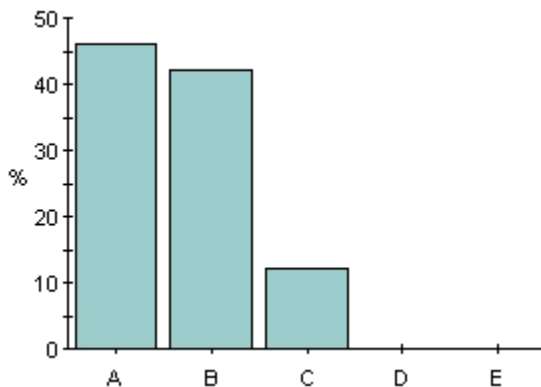
	%	#
A) essential	45.8%	11
B) preferable	33.3%	8
C) valuable	12.5%	3
D) rarely needed	8.33%	2
E) irrelevant	0%	0
Total	100%	24

Interdisciplinary thinking

	%	#
A) essential	41.7%	10
B) preferable	20.8%	5
C) valuable	25%	6
D) rarely needed	8.33%	2
E) irrelevant	4.17%	1
Total	100%	24

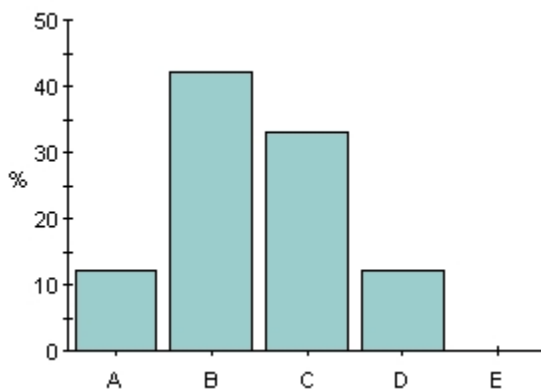


Creative thinking



	%	#
A) essential	45.8%	11
B) preferable	41.7%	10
C) valuable	12.5%	3
D) rarely needed	0%	0
E) irrelevant	0%	0
Total	100%	24

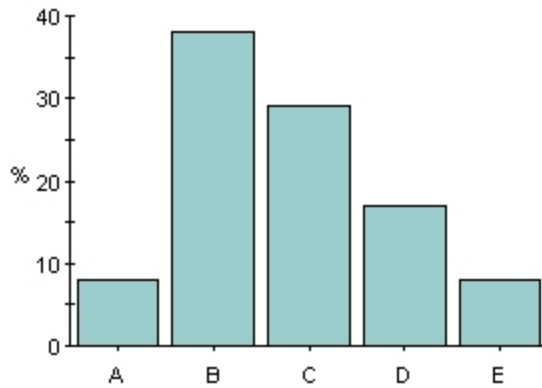
Familiarity with different legal orders / systems



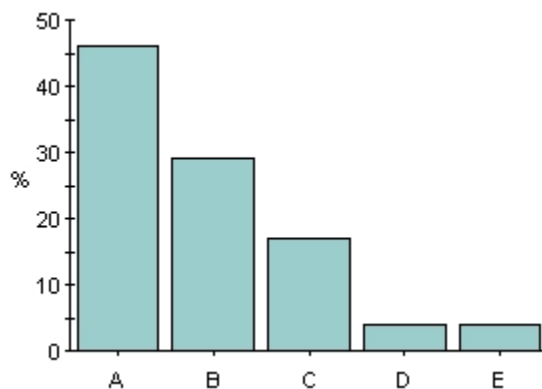
	%	#
A) essential	12.5%	3
B) preferable	41.7%	10
C) valuable	33.3%	8
D) rarely needed	12.5%	3
E) irrelevant	0%	0
Total	100%	24

Familiarity with international academic legal discourses

	%	#
A) essential	8.33%	2
B) preferable	37.5%	9
C) valuable	29.2%	7
D) rarely needed	16.7%	4
E) irrelevant	8.33%	2
Total	100%	24

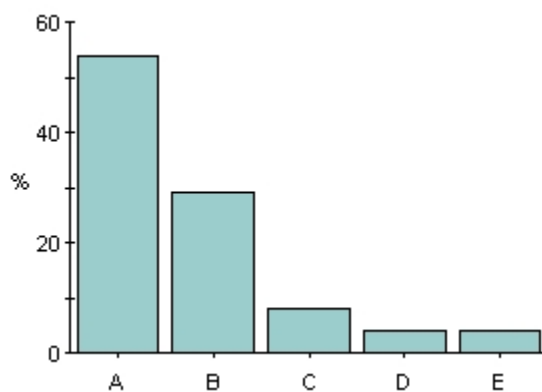


Excellent legal research skills



	%	#
A) essential	45.8%	11
B) preferable	29.2%	7
C) valuable	16.7%	4
D) rarely needed	4.17%	1
E) irrelevant	4.17%	1
Total	100%	24

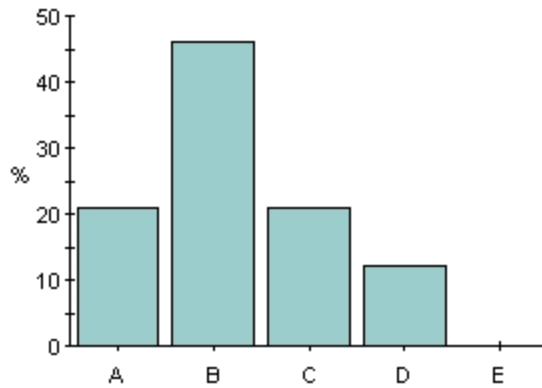
Excellent legal writing skills



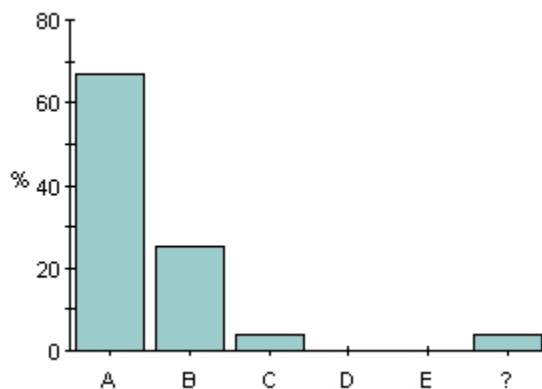
	%	#
A) essential	54.2%	13
B) preferable	29.2%	7
C) valuable	8.33%	2
D) rarely needed	4.17%	1
E) irrelevant	4.17%	1
Total	100%	24

Intercultural competence

	%	#
A) essential	20.8%	5
B) preferable	45.8%	11
C) valuable	20.8%	5
D) rarely needed	12.5%	3
E) irrelevant	0%	0
Total	100%	24



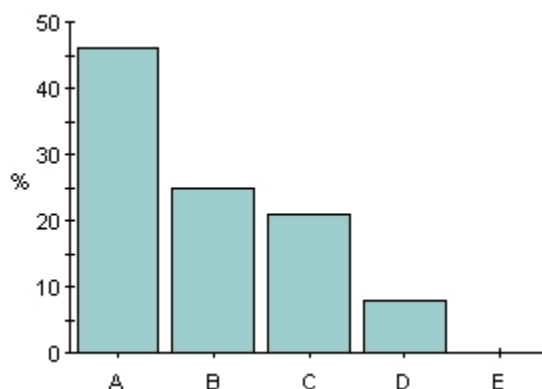
High professional interest / Motivation



	%	#
A) essential	66.7%	16
B) preferable	25%	6
C) valuable	4.17%	1
D) rarely needed	0%	0
E) irrelevant	0%	0
F) ?	4.17%	1
Total	100%	24

7. Research Skills

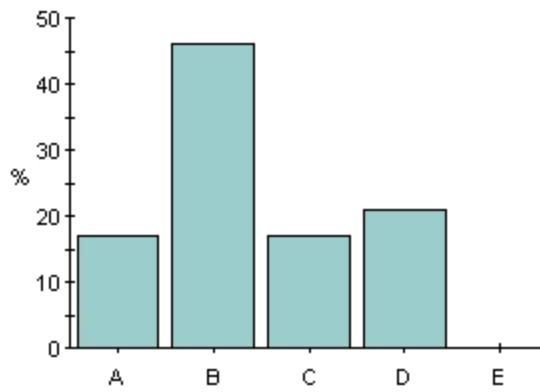
Familiarity with various legal research instruments (e.g., databases, online research tools, research networks, etc.)



	%	#
A) essential	45.8%	11
B) preferable	25%	6
C) valuable	20.8%	5
D) rarely needed	8.33%	2
E) irrelevant	0%	0
Total	100%	24

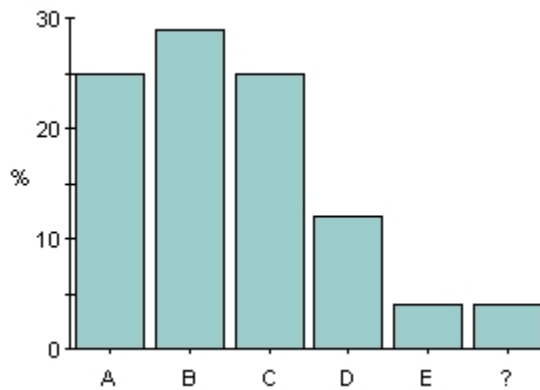
Ability to do research within different legal systems (e.g., civil law and common law systems, etc.)

	%	#
A) essential	16.7%	4
B) preferable	45.8%	11
C) valuable	16.7%	4
D) rarely needed	20.8%	5



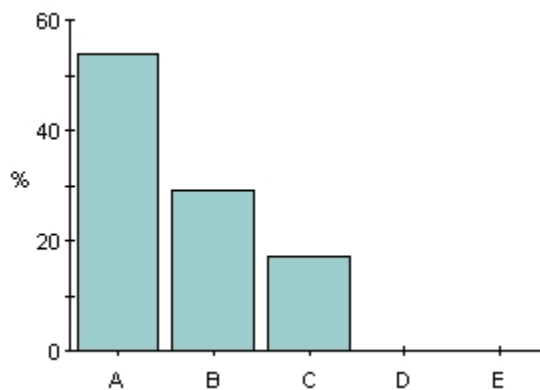
E) irrelevant	0%	0
Total	100%	24

Familiarity with multidisciplinary research



	%	#
A) essential	25%	6
B) preferable	29.2%	7
C) valuable	25%	6
D) rarely needed	12.5%	3
E) irrelevant	4.17%	1
F) ?	4.17%	1
Total	100%	24

Resourcefulness

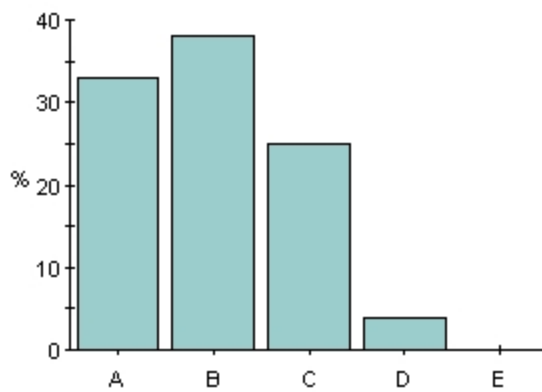


	%	#
A) essential	54.2%	13
B) preferable	29.2%	7
C) valuable	16.7%	4
D) rarely needed	0%	0
E) irrelevant	0%	0
Total	100%	24

8. Analytical skills

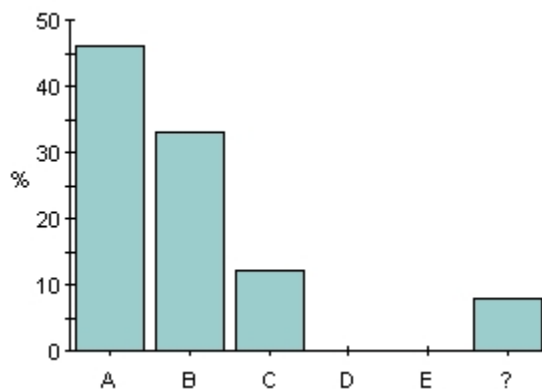
Quick understanding of new legal material

	%	#
A) essential	33.3%	8
B) preferable	37.5%	9
C) valuable	25%	6
D) rarely needed	4.17%	1
E) irrelevant	0%	0



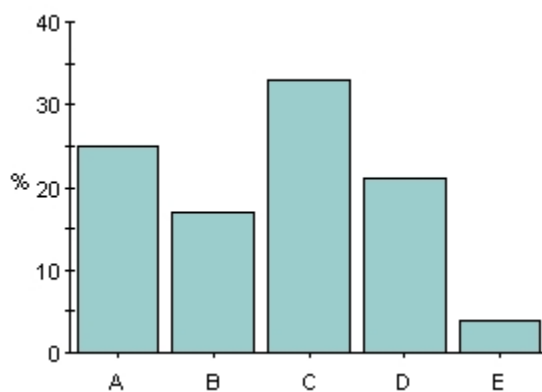
Total 100% 24

Issue-spotting



	%	#
A) essential	45.8%	11
B) preferable	33.3%	8
C) valuable	12.5%	3
D) rarely needed	0%	0
E) irrelevant	0%	0
F) ?	8.33%	2
Total	100%	24

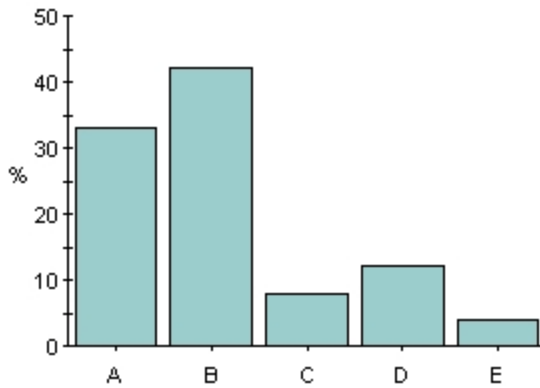
Connecting theoretical approaches to ongoing legal debates ("connecting the dots")



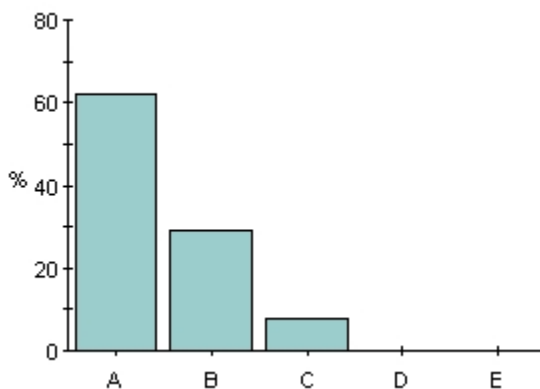
	%	#
A) essential	25%	6
B) preferable	16.7%	4
C) valuable	33.3%	8
D) rarely needed	20.8%	5
E) irrelevant	4.17%	1
Total	100%	24

Awareness of scope and multidimensionality of a legal problem (e.g., economic, cultural, social, ... consequences)

	%	#
A) essential	33.3%	8
B) preferable	41.7%	10
C) valuable	8.33%	2
D) rarely needed	12.5%	3
E) irrelevant	4.17%	1
Total	100%	24



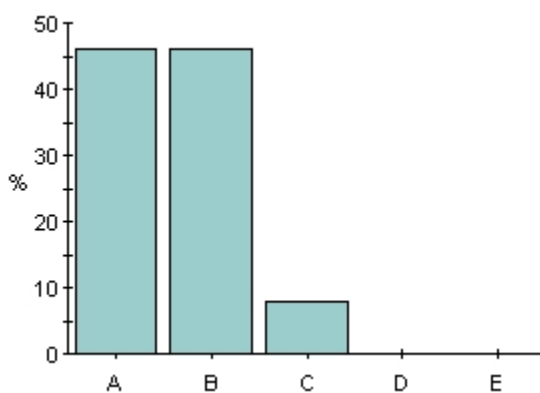
Critical reading of texts



	%	#
A) essential	62.5%	15
B) preferable	29.2%	7
C) valuable	8.33%	2
D) rarely needed	0%	0
E) irrelevant	0%	0
Total	100%	24

9. Creativity & Innovative Potential

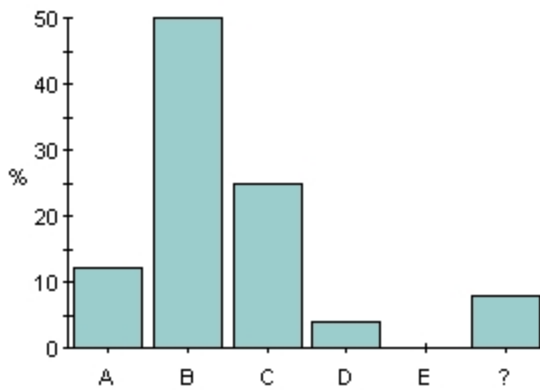
Familiarity with a variety of approaches to one problem



	%	#
A) essential	45.8%	11
B) preferable	45.8%	11
C) valuable	8.33%	2
D) rarely needed	0%	0
E) irrelevant	0%	0
Total	100%	24

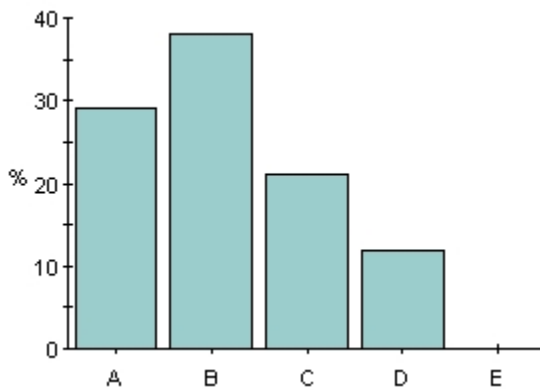
Familiarity with different legal solutions (in terms of theory, methodologies, paradagims, different legal orders, etc.)

	%	#
A) essential	12.5%	3
B) preferable	50%	12
C) valuable	25%	6
D) rarely needed	4.17%	1
E) irrelevant	0%	0



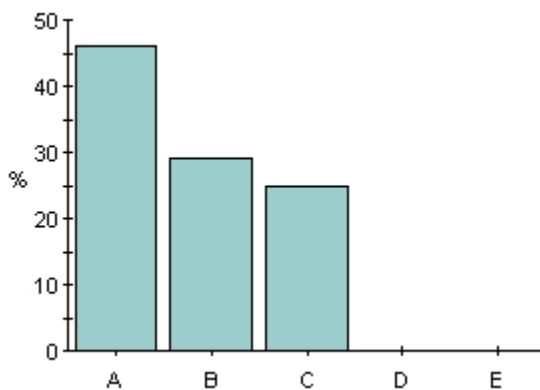
F) ?	8.33%	2
Total	100%	24

Skilful use of IT & other new technologies



	%	#
A) essential	29.2%	7
B) preferable	37.5%	9
C) valuable	20.8%	5
D) rarely needed	12.5%	3
E) irrelevant	0%	0
Total	100%	24

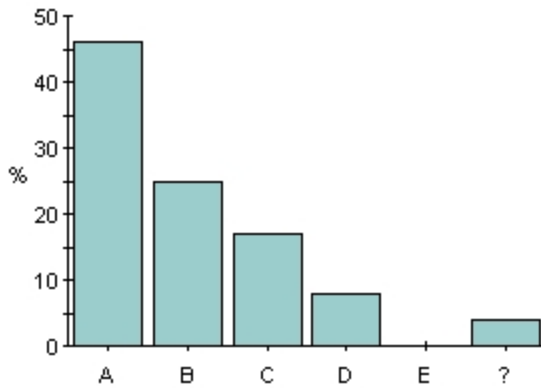
Thinking "out of the box"



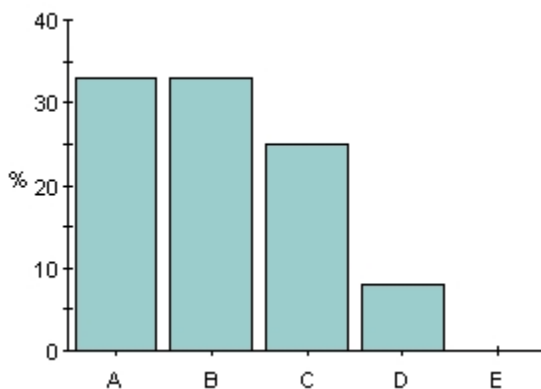
	%	#
A) essential	45.8%	11
B) preferable	29.2%	7
C) valuable	25%	6
D) rarely needed	0%	0
E) irrelevant	0%	0
Total	100%	24

Multidisciplinarity

	%	#
A) essential	45.8%	11
B) preferable	25%	6
C) valuable	16.7%	4
D) rarely needed	8.33%	2
E) irrelevant	0%	0
F) ?	4.17%	1
Total	100%	24

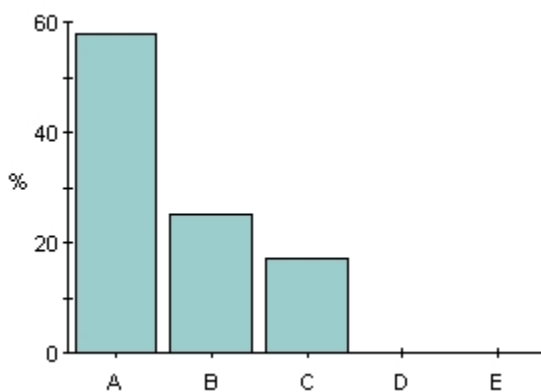


Being used to work with unfamiliar contents



	%	#
A) essential	33.3%	8
B) preferable	33.3%	8
C) valuable	25%	6
D) rarely needed	8.33%	2
E) irrelevant	0%	0
Total	100%	24

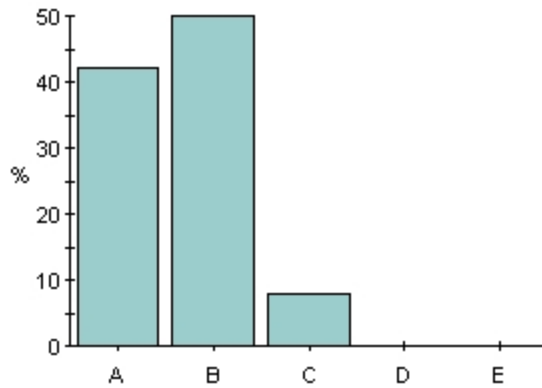
Feeling at ease with including feedback into one's work



	%	#
A) essential	58.3%	14
B) preferable	25%	6
C) valuable	16.7%	4
D) rarely needed	0%	0
E) irrelevant	0%	0
Total	100%	24

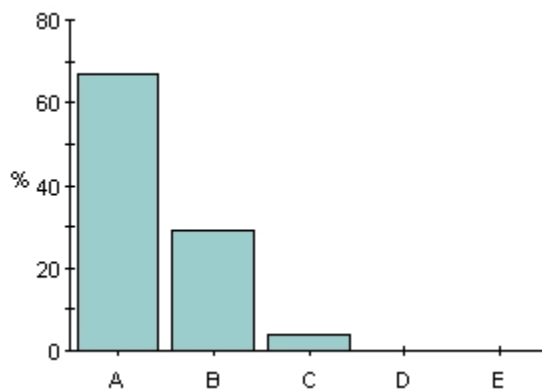
Feeling at ease with critical and uncertain contexts

	%	#
A) essential	41.7%	10
B) preferable	50%	12
C) valuable	8.33%	2
D) rarely needed	0%	0
E) irrelevant	0%	0
Total	100%	24



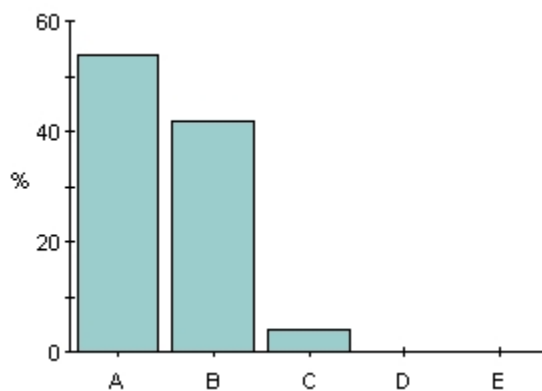
10. Writing & Presentation Skills

Being able to quickly summarize relevant issues



	%	#
A) essential	66.7%	16
B) preferable	29.2%	7
C) valuable	4.17%	1
D) rarely needed	0%	0
E) irrelevant	0%	0
Total	100%	24

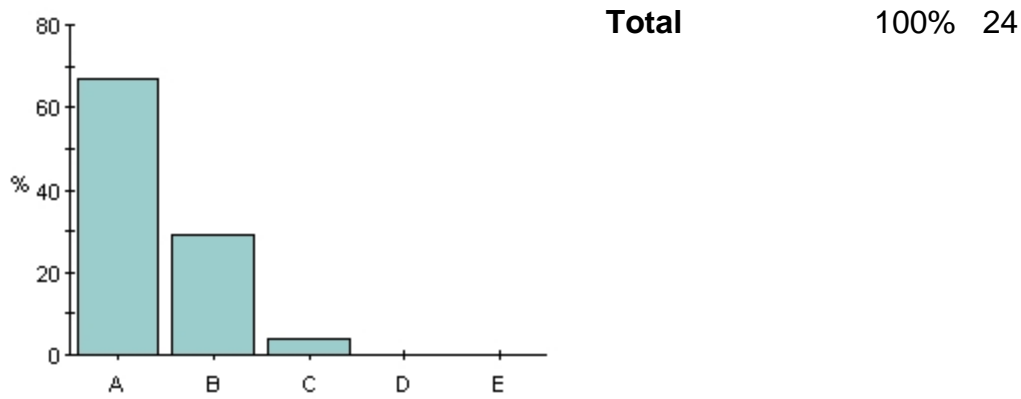
Being comfortable with presentations on diverse issues



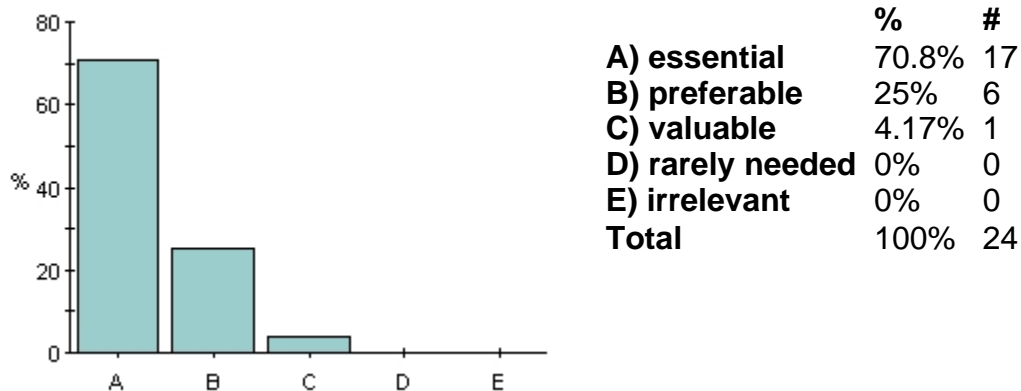
	%	#
A) essential	54.2%	13
B) preferable	41.7%	10
C) valuable	4.17%	1
D) rarely needed	0%	0
E) irrelevant	0%	0
Total	100%	24

Being able to pass informed judgment in critical or uncertain situations

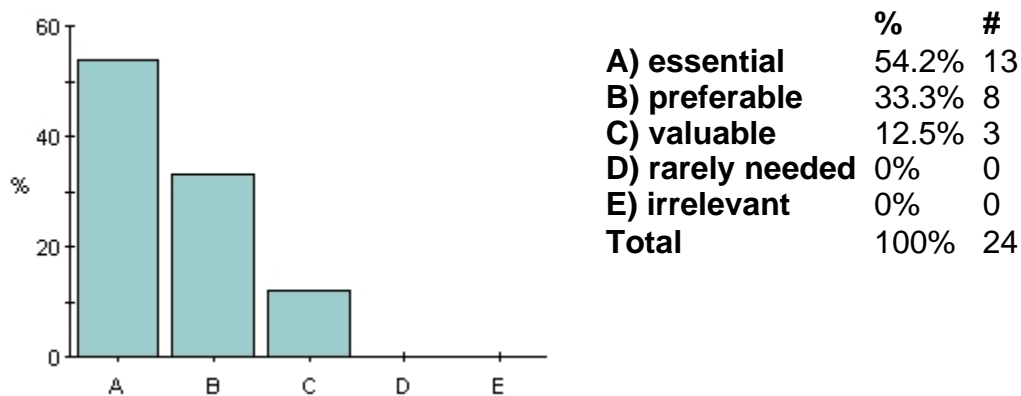
	%	#
A) essential	66.7%	16
B) preferable	29.2%	7
C) valuable	4.17%	1
D) rarely needed	0%	0
E) irrelevant	0%	0



Being able to argue and defend one's (academic) position

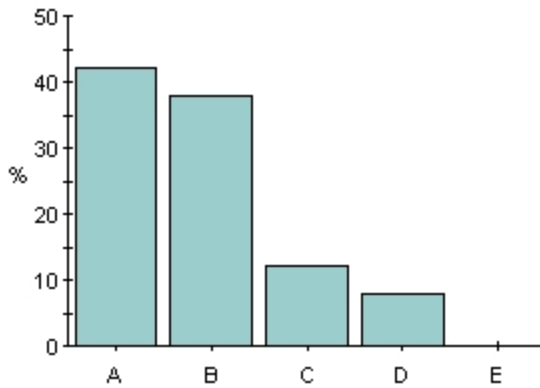


Being used to give and receive feedback

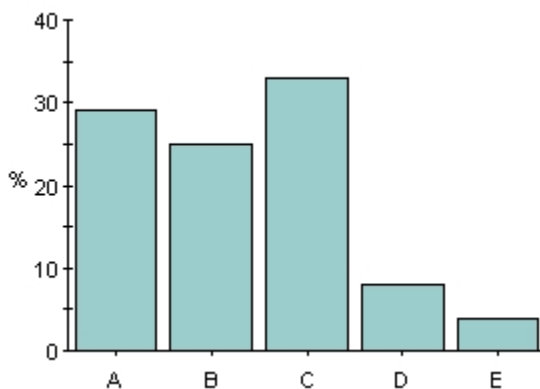


Familiarity with internationally used legal terms

Category	Percentage	Count
A) essential	41.7%	10
B) preferable	37.5%	9
C) valuable	12.5%	3
D) rarely needed	8.33%	2
E) irrelevant	0%	0
Total	100%	24

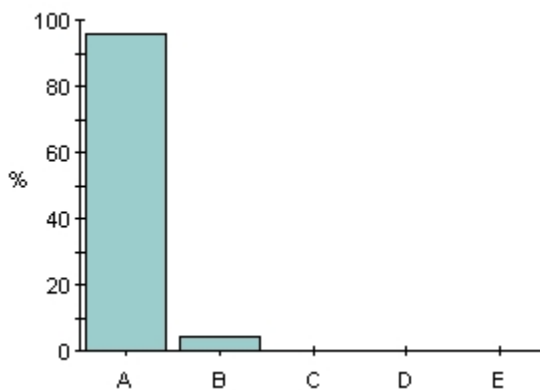


Broad academic vocabulary



	%	#
A) essential	29.2%	7
B) preferable	25%	6
C) valuable	33.3%	8
D) rarely needed	8.33%	2
E) irrelevant	4.17%	1
Total	100%	24

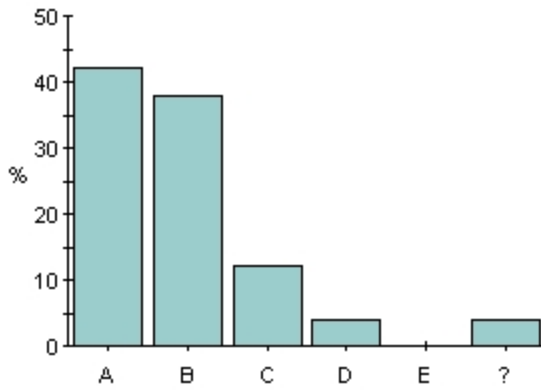
Fluency in at least one EU language



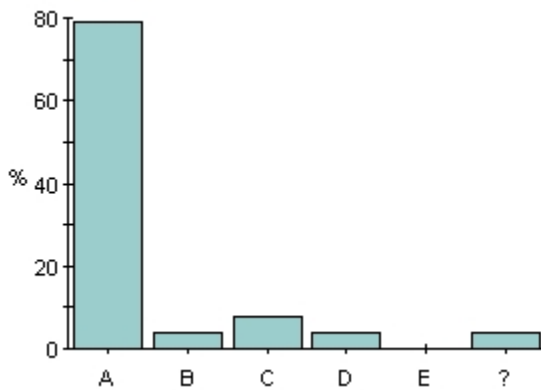
	%	#
A) essential	95.8%	23
B) preferable	4.17%	1
C) valuable	0%	0
D) rarely needed	0%	0
E) irrelevant	0%	0
Total	100%	24

Fluency in at least two EU languages

	%	#
A) essential	41.7%	10
B) preferable	37.5%	9
C) valuable	12.5%	3
D) rarely needed	4.17%	1
E) irrelevant	0%	0
F) ?	4.17%	1
Total	100%	24

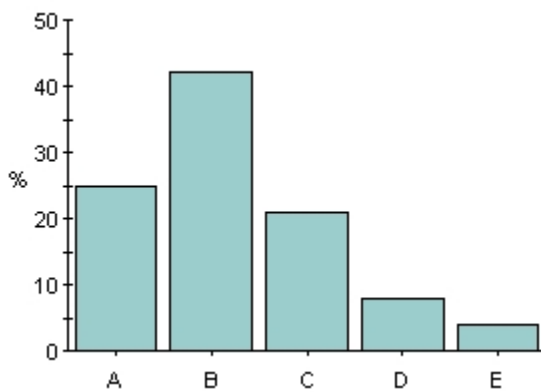


Fluency in English



	%	#
A) essential	79.2%	19
B) preferable	4.17%	1
C) valuable	8.33%	2
D) rarely needed	4.17%	1
E) irrelevant	0%	0
F) ?	4.17%	1
Total	100%	24

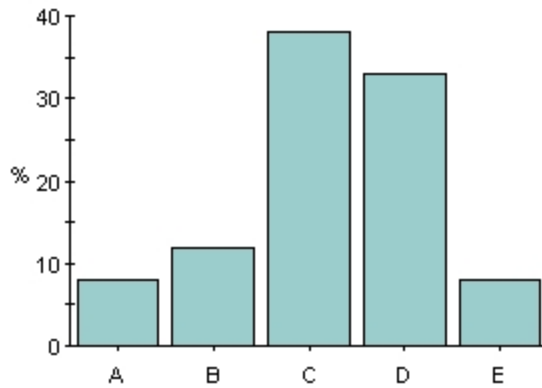
Fluency in French



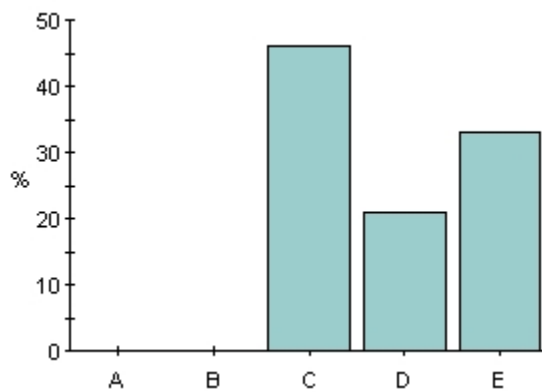
	%	#
A) essential	25%	6
B) preferable	41.7%	10
C) valuable	20.8%	5
D) rarely needed	8.33%	2
E) irrelevant	4.17%	1
Total	100%	24

Fluency in German

	%	#
A) essential	8.33%	2
B) preferable	12.5%	3
C) valuable	37.5%	9
D) rarely needed	33.3%	8
E) irrelevant	8.33%	2
Total	100%	24



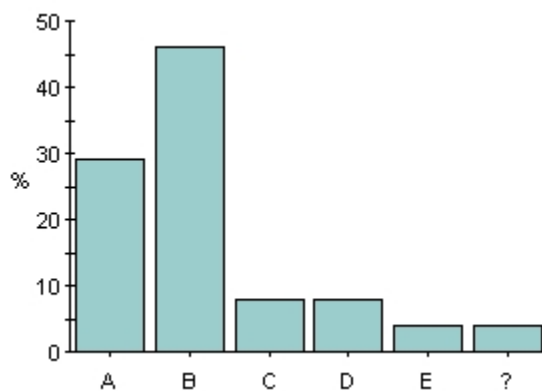
Fluency in a Slavic Language



	%	#
A) essential	0%	0
B) preferable	0%	0
C) valuable	45.8%	11
D) rarely needed	20.8%	5
E) irrelevant	33.3%	8
Total	100%	24

11. Social Network & Intercultural Competence

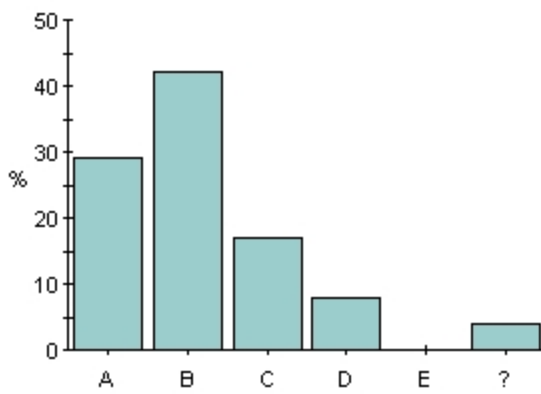
International experience



	%	#
A) essential	29.2%	7
B) preferable	45.8%	11
C) valuable	8.33%	2
D) rarely needed	8.33%	2
E) irrelevant	4.17%	1
F) ?	4.17%	1
Total	100%	24

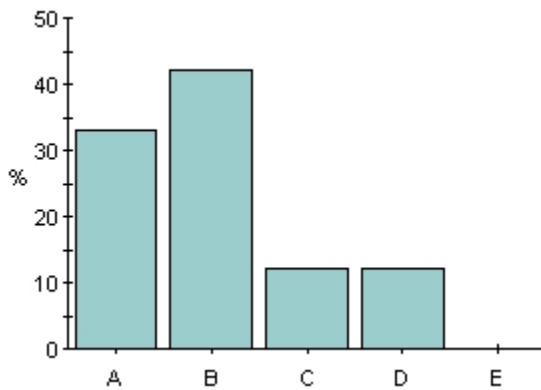
Familiarity with multicultural professional environments

	%	#
A) essential	29.2%	7
B) preferable	41.7%	10
C) valuable	16.7%	4
D) rarely needed	8.33%	2
E) irrelevant	0%	0
F) ?	4.17%	1



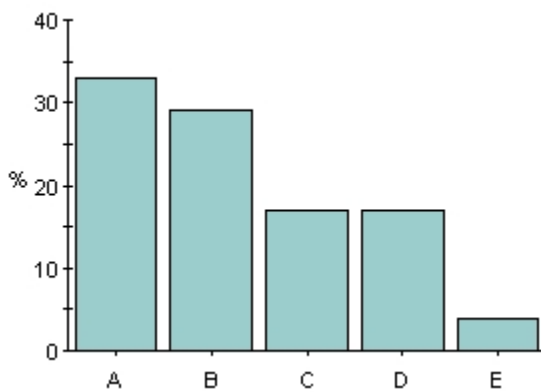
Total 100% 24

- with people from several European nations



	%	#
A) essential	33.3%	8
B) preferable	41.7%	10
C) valuable	12.5%	3
D) rarely needed	12.5%	3
E) irrelevant	0%	0
Total	100%	24

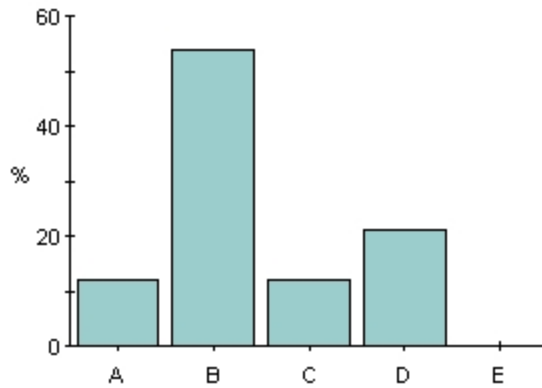
- with people from several cultural backgrounds (European and Non-European)



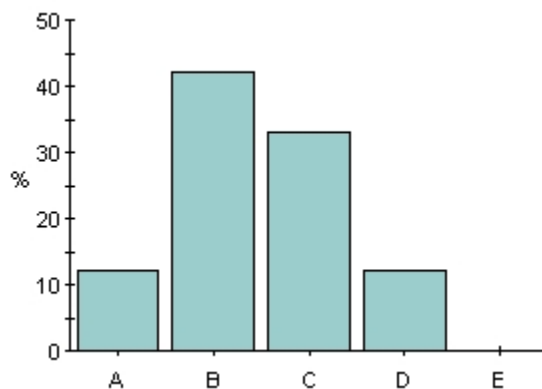
	%	#
A) essential	33.3%	8
B) preferable	29.2%	7
C) valuable	16.7%	4
D) rarely needed	16.7%	4
E) irrelevant	4.17%	1
Total	100%	24

Basic knowledge of several different cultures

	%	#
A) essential	12.5%	3
B) preferable	54.2%	13
C) valuable	12.5%	3
D) rarely needed	20.8%	5
E) irrelevant	0%	0
Total	100%	24

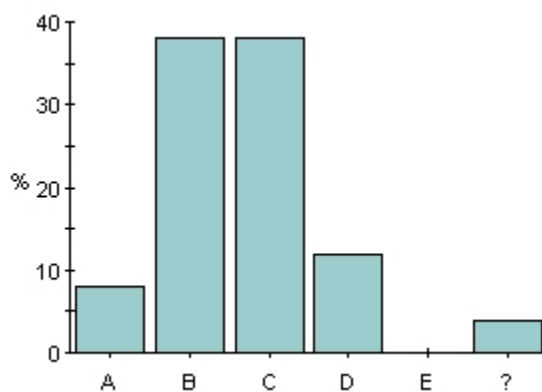


Disposing of network of (future) European legal experts



	%	#
A) essential	12.5%	3
B) preferable	41.7%	10
C) valuable	33.3%	8
D) rarely needed	12.5%	3
E) irrelevant	0%	0
Total	100%	24

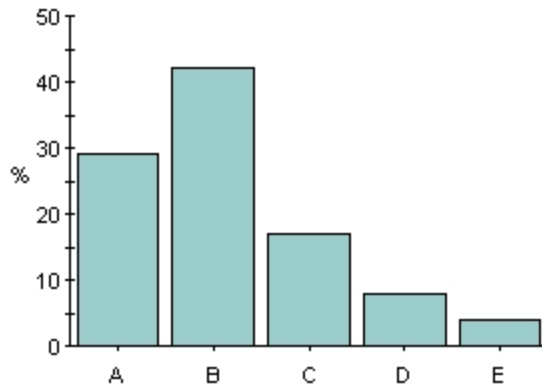
Disposing of network of (future) International experts (European and Non-European)



	%	#
A) essential	8.33%	2
B) preferable	37.5%	9
C) valuable	37.5%	9
D) rarely needed	12.5%	3
E) irrelevant	0%	0
F) ?	4.17%	1
Total	100%	24

Cultural sensitivity in personal interactions

	%	#
A) essential	29.2%	7
B) preferable	41.7%	10
C) valuable	16.7%	4
D) rarely needed	8.33%	2
E) irrelevant	4.17%	1
Total	100%	24



12. Which are the main qualities you look for in a job candidate?

20 have answered this question

— international communication skills, quick comprehension and reaction to international problems

— alertness, dynamic, international experience, analysis, multidisciplinary, knowledge of legal basics, political mind

— drafting skills, english, teamwork, able to cope with heavy workloads, humor, academic qualifications are not important at all -you'll learn quickly enough working 14 hrs/day

— creativity, productivity, solution finding

— a good background and disponibility to engage herself and cooperate

— working independently, quickly seeing the problem/issue

— N/A

— accuracy, keen perception, economic & business administration skills

— As member of the staff at a departement of comparative law I can tell that we always look for candidates who are familiar with different legal systems (substantive law as well as different methods and paradigms), fluent in at least two foreign languages as well as flexible with regards to thinking (thinking out of the box) and working methods.

— (Hypothetically, as I do not hire:) - "hard facts" matching the job description - good ability to present himself and his work - ability to spontaneously discuss topics related to the job

— --

— teamplayer, dedicated, eager to learn, reliable,

— Atonomy, critical thinking, wit and esprit

— open minded, motivated, abilty to critically reflect on theoretical background of legal science and practical legal problems

— cr4eativity, independance, intelligence

— excellent legal reasoning, quick mind, interpersonal skills, negotiating skills,cold blood, efficienca, tact, perfect in 2 languages

— intellectual and academic excellence, motivation, languages, relevant academic specialisation

— open mind, structured reasoning

— technical knowledge of fiscal issues, drafting skills, research, keepinjg up with developments, being able to work unsupervised

— motivation, drafting skills, smartness, ability for synthesis

13. Which qualities are you frequently missing in job candidates?

21 have answered this question

- dryfing skills, synthesis
- lack in drafting skills, methodology, research skills
- structured reasoning
- capacity for analysis
- smartness
- motivation, languages, intellectual and academic excellence
- three languages, client contact skills, organisation
- critical mind, initiative, independant thinking, multicultural approach, open mind, versatileness
- broad understanding of legal theory
- some of those mentioned above
- fluency in english
- N/A
- ?
- The mentioned flexibility. Most candidates are used to focus on traditional methods and contents leaving beside essential interdisciplinary contexts and questions.
- keen perception
- --
- a certain love for your job, doing it because you like it, not just for the money; doing more than you are suppose to do;
- flexibility
- creativity
- lack of knowledge of legal basis/sources, lack of precision, language skills
- grasp of important issues, key arbument, knowledge and use of legal sources

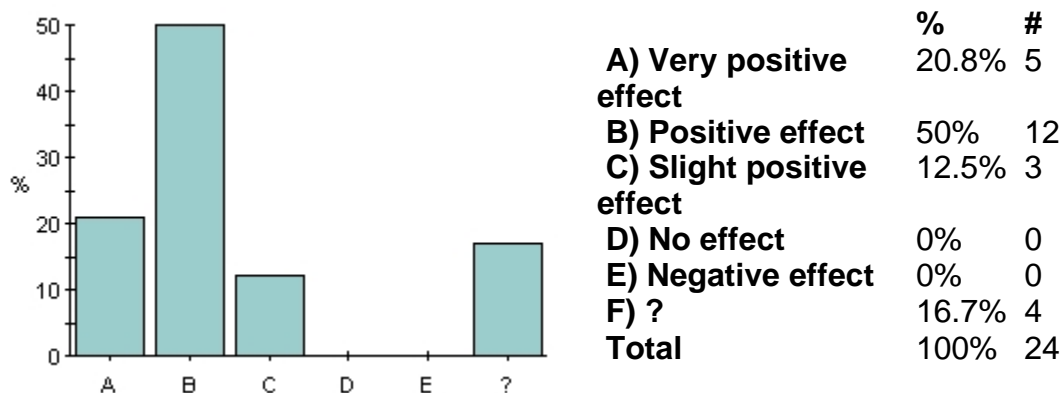
14. Which qualities do you think will become increasingly important in the future? (Taking in mind national, European and global developments as well as the developments within your own area of work.)

18 have answered this question

- research skills within different legal and national contexts
- keeping up with developments
- languages, thorough knowledge of specific legal area in several legal systems
- multi-tasking, knowledge of economics, teamwork: SHARED knowledge is power
- willingness to relocate -the future is in the east
- precision, thoroughness, languages, professional conscience
- creativity, innovation, academical excellence with international experience, pragmatism
- initiative, multicultural approach
- Factual (legal) knowledge will still be important but to a lesser extent because you can easily find all factual or technical information in books and on the internet. The key is to deal with all knowledge: what information is more reliable than other information (=> comes down to intelligence; critic

- mindset) and how do I deal with such information (=> creativity).
- knowing the structures making law work and commonalities of European legal cultures, not so much particular contents (varying from country to country)
 - Mobility - on an intellectual and on a geographical level
 - Languages, International experience,
 - interdisciplinary thinking, perfect foreign language skills including legal vocabulary
 - In the near future it will become more important or even necessary to handle legal issues and topics in various languages out of different contexts. A high level of intercultural competence will become indispensable at EU level and also in a global framework.
 - - international cooperation on research teams - mobility
 - --
 - cooperation
 - languages, risk assessment, quick mind

15. The AMELIE Master is designed to provide students with the above-mentioned skills (questions 5 to 10). In your opinion, what kind of an impact would the completion of this Master have on the performance of a staff member in your institution?



Please explain shortly:

13 have commented on this question

Very positive effect (one comment)

- teaches students to critically reflect on ready-made legal solutions and to be able to understand the underlying concept of social technique of law

Positive effect (6 comments)

- necessary competences for all legal professions
- languages and international experience are very useful; legal precision is very useful even if not daily directly applicable
- teachers need to have practical experience, personal knowledge of institutions
- if it teaches legal skills, legal sources, language skills
- acquiring these competences is surely an asset in an international working environment

— many useful competences frequently lacking in job applicants

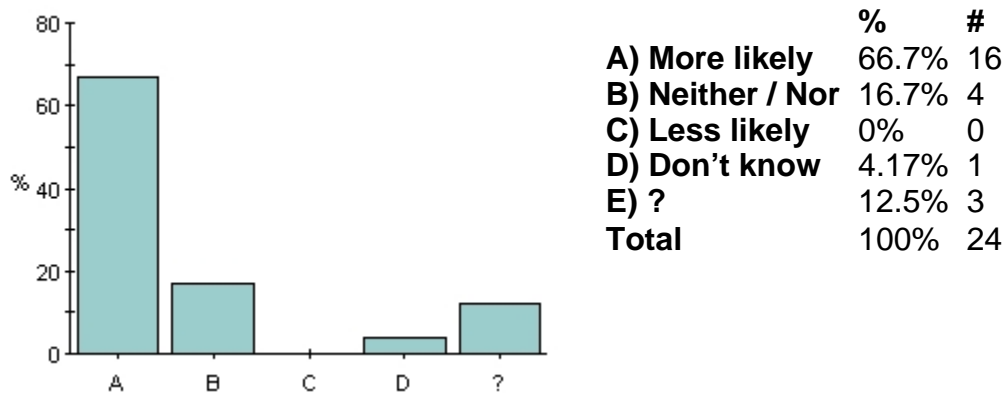
Slight positive effect (3 comments)

- familiarisation with legal terrain
- Legal Theory itself is rarely needed in our daily work, but for sure it is desirable that legal staff has some knowledge concerning legal theory.
- law firms prefer people with specialised knowledge, particularly with anglo-saxon background

No alternative given (3 comments)

- can't say because I don't know content of master program
- N/A
- don't understand the question

16. Would you be more or less likely to employ a job candidate who has completed the AMELIE Master (considering that the above-mentioned skills should be acquired during this program)?



Thank you for completing this questionnaire!

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Last modified: 13/01/11