

# Manpreet Kaur Baidwan

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## ARTICLING CANDIDATE

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Law student licensed to practice in India and pursuing a qualification in Canada. 21+ years of post-bar experience in Criminal, Real Estate, Civil and Family Law, using LexisNexis India, CanLII and other free sources to research primary and secondary case law; drafting and writing opinion letters, contracts, agreements, advocacy letters and memoranda; and performing client interviews, negotiations and court submissions. Fluent in English, Hindi, Punjabi, Urdu and beginner French (Level A). Completed the Practice Readiness Education Program (PREP) in May 2022.

## EDUCATION

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<b>Professional Management &amp; Human Resources Program</b> , University of Calgary	Sep. 2023– Present
<b>Canadian Administrative Law and Public Law</b> , Peter A. Allard Law School, Vancouver	Dec. 2022
<b>Practice Readiness Education Program (PREP)</b> , CPLED	Completed May 2022
<b>Master of Laws</b> , Canadian Equivalent, University of Toronto	May 2022
<b>NCA Certificate of Qualification</b> , Federation of Law Societies of Canada	2021
<b>Bachelor of Laws (BA.LLB)</b> , MD University, Haryana, India	2002

**Other professional development:** Department of Justice Canada certificates in Family Dispute Resolution and Duties for Parties, Introduction to Federal Family Law Amendments, Inter-Jurisdictional Support Proceedings Under the Divorce Act, Relocation Under the Divorce Act; and University of Alberta Indigenous Canada Certificate.

## EXPERIENCE

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**Warehouse Operations Supervisor**, FedEx Inc, Calgary Nov. 2023 – Present  
*Supervise a team of 15-20 workers of diverse ethnicities. Utilize communication skills, along with interest in staff cultural and traditional background created rapport and positive work environment.*

- Manage shipping and receiving inventory.
- Maintain Health and Safety standards by providing immediate remedial action such as first aid to staff members, and investigating and reporting causes in cases of minor accidents.
- Track employee time, monitor and record workplace performance, and provide performance feedback to direct reports.
- Take supportive, empathetic approach to interpreting and problem solving interpersonal and workplace issues, for example investigating workplace incidents.

**Legal Manager and Lawyer**, Malik & Malik Law Office, India Sep. 2021 – Jul. 2023  
*Managed complex client cases and oversaw and advised legal teams and junior lawyers ensuring effective client communication and high standards of ethical practice. Successfully represented clients in high-stakes litigation matters, such as contract disputes and employment issues. Actively engaged with clients, conducting comprehensive, client-centric interviews, and preparing and reviewing legal documents.*

- Kept clients informed through regular meetings, updating on case progress and outcomes, addressing queries, and fostering trust and transparency.
- Advise and direct staff in the development and implementation of service quality assessment strategies to ensure high standards.
- Provide effective supervision of legal staff, promoting a positive and productive work environment.

## Manpreet Kaur Baidwan

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**Independent Lawyer**, Punjab & Haryana High Courts and Chandigarh District Courts, India 2004 – 2002

*Managed complex criminal, real estate, family, and civil matters, including representing clients at trial, writing opinion letters, legal memos, advocacy letters, and conducting negotiations and mediation in family law matters. Represented clients successfully in appellate courts.*

- Represented clients facing criminal charges of possession for the purpose of trafficking and assault, navigated the justice system and drafting persuasive pre-trial motions, contributing to dismissal.
- Facilitated smooth real estate title change transactions, negotiated property disputes, conducting due diligence, preparing comprehensive legal documents, and avoiding protracted legal battles.
- Represented clients in emotionally charged divorce proceedings and negotiated and mediated family disputes, prioritizing the best interests of children, and achieving amicable settlements.
- Played a pivotal role in a complex contractual employment dispute between ‘the Punjab State Education Board and teachers’ union regarding the regularization of permanent job status, with strategic analysis and negotiation leading to a favourable settlement for our client.
- Represented farmers in agricultural land acquisition appeals against the state government, drafting appellate briefs and presenting advocacy arguments that earned clients fair compensation awards.

**Legal Intern**, Punjab & Haryana High Courts and Chandigarh District Courts, India 2002 – 2004

*Intern with practitioner lawyers in the courts. As a trainee, set up client meetings, greeted clients, maintained accounts and case briefs, participated in brief and opinion writing, researched and gathered case facts, and researched on case law.*

- Set up and participated in client meetings, questioning, and communicating effectively to understand their matter and needs.
- Greeted clients, fostering positive relationships and contributing to a client-friendly environment.
- Organized and managed accounts and case briefs and assisted in maintaining an efficient office.
- Conducted comprehensive legal research in land acquisition and criminal matters, gathering case facts, and contributing to the preparation of legal arguments.
- Actively discussed with and followed guidance of supervising lawyers on case research, applicable laws, strategy to follow, and legal and opinion writing.

## MEMBERSHIPS

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**Affiliate Member**, Alberta Association of Professional Paralegals (AAPP) 2023 – Present

**Member**, Canadian Bar Association (CBA) 2021 – Present

**Member**, Toronto Lawyers Association (TLA) 2021 – Present

## INTERESTS AND HOBBIES

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**Volunteering:** Guide students and families informally in family and legal issues at the local Sikh temple community kitchen.

**Legal webinars:** Attend education sessions conducted by LESA, Justice Canada, Toronto Lawyers Association, and LAW PRO.

**Law blogs and journals:** Interested in lawyer blogs and the courts addressing contentious issues such as the use of the software “Chinook” by the IRCC and other tools of artificial intelligence.