



NEW ZEALAND

# Share Our Vision Shape Your Future

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DLA Piper New Zealand's flagship office in Commercial Bay, Auckland.



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# If you want to become a global lawyer you've come to the right place

DLA Piper is a global business law firm located in more than 40 countries throughout the Americas, Europe, the Middle East, Africa and Asia Pacific, positioning us to help clients with their legal needs around the world. We strive to be the leading global business law firm by delivering quality and value to our clients and contributing to the communities we operate in.

DLA Piper is a firm that's challenging the status quo. Although we operate globally, we're still locally connected. That's because trusting, collaborative relationships with our clients and each other are at the heart of our success. In the face of fundamental changes in the legal industry, we're redefining the structure and approach of the traditional law firm. We compete at the highest level, drive change and deliver more to make a tangible difference for our people, clients and communities.

We work with a diverse range of clients across the world and the matters we advise on are often complex and challenging – transcending not just practice areas, but borders, languages and legal systems. Our global workplace has significant benefits. On a day-to-day level, it means you can call a colleague on the other side of the world and be able to count on their support, advice and service delivery. It also means you'll build strong relationships with talented lawyers from every corner of the globe.

*We're leading change in the legal industry,  
and we're looking for tomorrow's leaders to  
join our journey.*





And perhaps most excitingly, it means you can take on global cross border projects and gain international experience and training. All this is just a glimpse of what we have to offer.

Sustainability is a strategic priority for the firm. We continue to support our clients to transition to, and thrive in, a more sustainable future, as we continue to integrate sustainability into our own operations. We are a values led business, so ESG and the sustainability agenda - are hugely important to us. Our vision is helping our clients thrive. We take the sustainability journey very seriously both as a business ourselves and as legal advisors. DLA Piper has a firm wide ESG group who monitor developing trends to take a market leading position. ESG issues cover every industry in every jurisdiction. Given our global footprint we have significant insight into different legal and regulatory approaches to ESG throughout the world and we share these with our New Zealand clients to assist them on their journey.

Diversity and inclusion underpins how we live our values and everything we do. We believe everyone has a voice, and that everyone's voice counts. We are committed to providing an inclusive working environment and culture

across our firm, where everyone can bring their authentic self to work. We welcome the unique contribution that each person brings to our firm, which is why more than a third of our people are active participants in our D&I committees. Our people own our D&I journey.

We also have a deep commitment to pro bono, both at a local level and globally. We work with individuals and organisations that could not otherwise afford counsel, providing advice across a wide range of specialisms and geographies. You'll have a part to play in this effort too, be it joining an established pro bono project team to enhance a cause or working with colleagues to identify areas of the community that need our help.

We're leading change in the legal industry, and we're looking for tomorrow's leaders to join our journey.

In my view, there's never been a more exciting time to join DLA Piper.

**Laura Scampion**  
**Managing Partner,**  
**Head of Employment,**  
**New Zealand**



# What makes us different

*You will find yourself in a close-knit, diverse, and supportive team, where partners take an active interest in your development.*



## Global service and international opportunities

Because our clients are often global, we have to be too. DLA Piper was the first global business law firm to operate in New Zealand, giving us a key point of difference. Sharing our insights, we work together across borders and jurisdictions in more than 40 countries across the world to provide a seamless service to our clients. As well as having a global team of experts at your disposal, this will mean real opportunities to work abroad and gain international exposure.

## High profile work

DLA Piper offers the opportunity to do work that matters. Here are some recent examples:

- Advising Ngāti Whātua Ōrākei Whai Rawa Limited on its three largest corporate and real estate transactions. This includes two joint ventures with Precinct Properties: Te Toangaroa (railway lands) rejuvenation and the future dual tower high rise commercial and residential development of the Downtown Carpark.

- Advising Air New Zealand on a range of privacy and cybersecurity matters, including in relation to the implementation of biometric technology.
- Acting for New Zealand Green Investment Finance (NZGIF), a Crown-owned green investment bank, on numerous matters but notably the NZGIF-led \$170 million capital raise, attracting international investors to launch its newly created NZGIF Solar Finance programme. The Climate Bonds Initiative-certified solar loan will initially finance Aotearoa New Zealand's largest residential PPA (Power Purchase Agreement) portfolio, managed by solarZero.
- Advising the Auckland Council group on its participation in the trans-Tasman AsOne bid to secure co-hosting of the 2023 FIFA Women's World Cup.

## Supportive culture

We may be one of the biggest law firms in the world, but it never feels like that. You will find yourself in a close-knit, diverse and supportive team. Partners will take an active interest in your development. We pride ourselves on our friendly

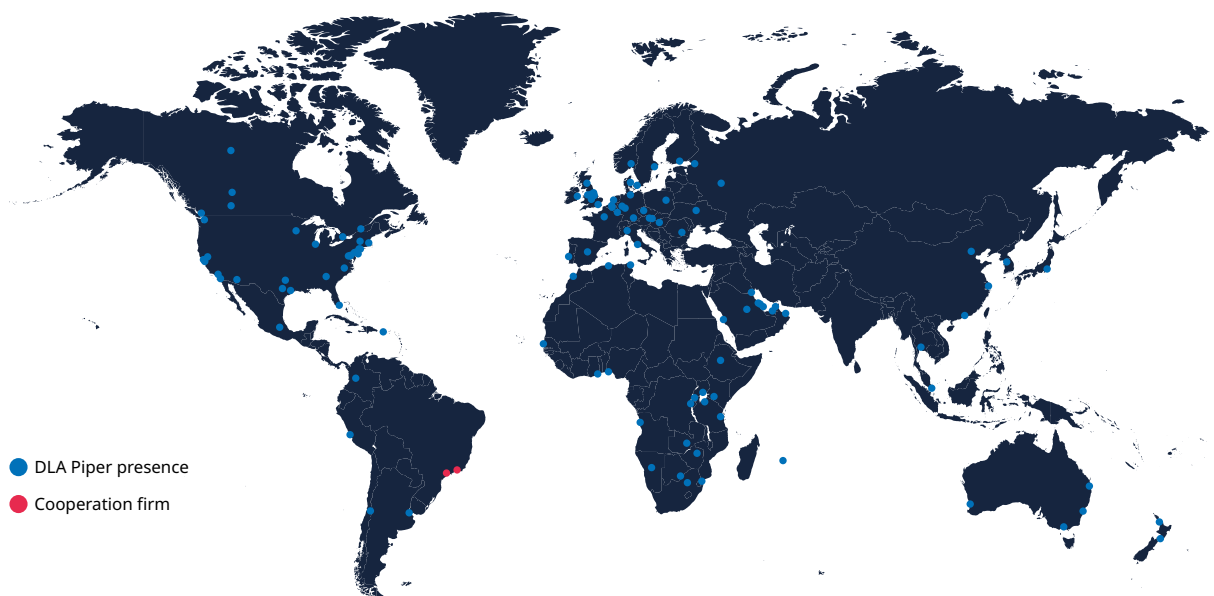
and collaborative culture where everyone is approachable.

## Strong sector experience

We value the importance of providing sector expertise to our international clients. Our sector approach promotes cross-practice and cross-jurisdiction working to ensure we strengthen engagement with key clients. As a firm we are proud to actively support 10 sectors which we are continually investing in.

## Innovation and Law&

DLA Piper has spearheaded many innovations in the legal sector. So much so, we were named by the Financial Times as: Most Innovative Law Firm in 2021; our Global Co-CEO, Simon Levine, was named Most Innovative Leader and the firm won the award for Most Innovative Law Firm Transformation for our Law& brand. Law& delivers solutions beyond traditional legal services to help our clients succeed in the modern business environment. From consultancy to cutting-edge AI, it integrates technology with first class commercial and legal expertise.



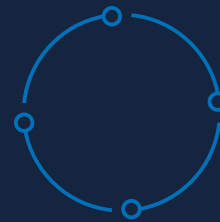
# Our Values

In everything we do connected with our people, our clients and our communities, we live by these values



## Be Supportive

We are compassionate and inclusive, valuing diversity and acting thoughtfully.



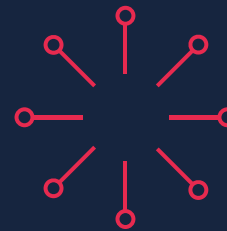
## Be Collaborative

We are proactive, passionate team players, investing in our relationships.



## Be Bold

We are fearless and inquisitive, challenging ourselves to think big and find creative new solutions.



## Be Exceptional






We are strategic and driven, exceeding standards and expectations.



## Our awards and recognition

 <p><b>Winner of Innovation in ESG</b> (Law.com Legal Innovation Awards 2023)</p> 	 <p><b>#1 in Global M&amp;A Deal Volume</b> (Mergermarket 2024)</p> 	 <p><b>2nd Most Powerful Law Firm</b> (Thomson Reuters Global Elite Law Firm Brand Index 2022)</p> 
 <p><b>100% of New Zealand Partners ranked</b> (Legal 500 Asia Pacific 2024)</p> 	 <p><b>Best Firm for Pro Bono Work</b> (Asia Women in Business Law Awards 2021)</p> 	 <p><b>Best Law &amp; Related Services Firm (\$30 - \$50 million)</b> (Beaton Client Choice Awards 2021)</p> 
 <p><b>Laura Scampion named Elite Woman</b> (NZ Lawyer 2023)</p> 	 <p><b>M&amp;A Deal of the Year</b> (New Zealand Law Awards 2022)</p> 	 <p><b>Investment of the Year (Under\$300m)</b> (NZ Private Capital 2023)</p> 

## Vital statistics

 <p><b>90+</b> Number of DLA Piper offices around the world</p>	 <p><b>1st</b> Global business law firm to operate in New Zealand</p>	 <p><b>&gt;5,000</b> Number of lawyers worldwide</p>	 <p><b>10</b> Industry sectors in which we operate</p>	 <p><b>\$3.69bn</b> Global revenue in \$USD for 2022</p>
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# Our Practice Groups

## Corporate

From mergers and acquisitions (M&A) and venture capital to private and public equity and debt offerings, our global Corporate team assists clients through all stages of their transactions to ensure successful deal outcomes. With around 950 corporate lawyers across the world, we are able to help businesses transact across borders by combining a market-leading international practice with specialist local expertise.

## Finance & Projects

Finance and Project lawyers provide market-leading insights into all aspects of finance, representing leading investment and commercial banks, public and private companies that actively help shape the market. We specialise in the following areas: debt finance, energy & infrastructure finance, financial services regulation and projects – where we work on joint ventures and other collaborations.

## Tax

Our lawyers help tax departments of multinational companies to address the complex challenges of international commerce and business operations. We advise on a wide range of tax issues: inward and outward investment, private equity deals, structuring for corporate and real estate acquisitions and disposals, transfer pricing planning and documentation as well as executive and employee compensation packages.

## Restructuring

Our Restructuring group develop innovative restructuring solutions that deliver commercial results. We advise on all matters relating to public and private companies in underperforming and distressed situations, these matters include investigation, enforcement, litigation and asset recovery on a multi-jurisdictional basis. Our client base encompasses debtors, lenders, government entities, trustees, shareholders, directors, and distressed debt and asset buyers and investors.



## Litigation & Regulatory

Our Litigation & Regulatory group comprises dispute resolution lawyers and regulatory specialists in more than 40 countries. We help clients reduce the uncertainties involved in disputes through innovative and commercial dispute resolution strategies, and effective case management. We can deploy large, cross-border teams on major international disputes as globalisation results in more cross-border disputes and extraterritorial application of legislation.

## Real Estate

DLA Piper's Real Estate group is one of the world's largest real estate practices, and is consistently top-ranked by publications and directories globally. Real estate covers everything from offices and residential units to retail centres, logistics hubs and healthcare facilities. Almost every DLA Piper client has real estate needs, be it as a core investment or as an underlying asset. We aim to meet these needs and ensure that their holdings and investments add value to their businesses.

## Intellectual Property & Technology (IPT)

The IPT team specialises in technology transactions, media law, and data protection and cybersecurity advisory work. The team advises blue-chip local and multinational clients on complex technology and data protection issues, including outsourcing transactions, cyber-incident response, data commercialisation, software development and licensing, and sports and media rights deals. The New Zealand team

is tightly integrated with DLA Piper's market-leading global IPT team.

## Employment

Our Employment group provides advice and support to clients in the management of their people-related legal issues and risk. We advise on trade union and employee relations, discrimination and diversity management, global mobility and data privacy. Our Employment team also advises on legal, tax and regulatory aspects of remuneration, employee share incentives and benefits and assists clients with their reward strategies.

## Financial Services

Financial services legislation continues to change, as do the expectations of regulators. We pride ourselves on leading the response to change, working with our clients and industry bodies. We focus on understanding our clients' businesses and collaborate across teams to provide a full service offering to our clients, building in corporate, technology, insolvency and litigation services.

## Environment Planning and Natural Resources

DLA Piper's Environment Planning and Natural Resources Team provide advice on resource management and local government issues to councils, central government and private clients from a wide range of sectors. Our advice covers the full range of matters from local and national planning documents and policy, development projects and consenting and enforcement matters.



# Responsible Business

## Diversity, inclusion and inspiring women leaders

We are defined by our people and are committed to recruiting, developing and retaining the highest calibre of professionals who reflect the diversity of our clients and the communities and markets we work in. Fostering diversity and inclusion allows us to acquire the most talented people, to build the most effective teams for our clients, and deliver the highest level of service.

Global initiatives, such as our Leadership Alliance for Women (LAW) programme, help to provide current and future leaders with opportunities to build valuable connections, develop client relationships and strengthen leadership skills.

We also promote diversity through our local committees in New Zealand. Approximately a third of our people belong to one of the firm's diversity and inclusion committees which include the following:

**IRIS:** Promoting an inclusive work environment for colleagues who identify as LGBTTQIA+.

**MOSAIC:** Aims to promote a culture that is inclusive of all races whilst recognising the uniqueness of Māori as tangata whenua.

**THRIVE:** Promoting and enhancing our workplace agility and wellness (including mental health).

**LAW:** Our Leadership Alliance for Women Group is open to all our people, not only women. LAW plays

an integral role in our vision for a gender balanced and inclusive firm.

## Pro bono

We are proud to be one of the world's largest providers of pro bono legal services focusing on supporting climate and biodiversity practice; protecting the rights of vulnerable people; and advancing good governance and equality.

92% of the New Zealand firm are actively involved in pro bono work, at an average of 37 hours per lawyer per year. This is well above the New Zealand average of 20.4 hours reported in the Thomson Reuters' Pro Bono Trust Index 2022, which ranked DLA Piper as the highest pro bono contributor when compared to local law firms.

For you, it's an opportunity to help people in your community. Working with law centres and frontline agencies, you could find yourself providing advice on topics such as asylum and immigration, unlawful detention, or even business advice.

There's also the opportunity to help further afield too. New Perimeter, our non-profit affiliate, enables our lawyers to provide pro bono legal assistance in underserved regions around the world.

We also offer our lawyers the chance to teach practical legal skills

courses in the Pacific Islands each year as part of our University of South Pacific Teaching Programme.

The training aims to improve students soft and legal skills and help prepare them for the workforce.

### Giving something back

Our Global Scholarships Programme for undergraduate law students from the UN's 50 Least Developed Countries provides students with access to role models, work experience, mentoring and financial assistance. This supports the

students' skills development, builds capacity and promotes the rule of law.

Additionally, to deliver on our commitment of providing equal opportunity and breaking down barriers faced by under-represented groups when entering the business of law, we partnered with The Prince's Trust NZ in 2020 to launch our Head Start New Zealand programme. This is a 1-5 year programme that supports secondary students into and through their tertiary education journey. In 2022 we extended the programme to Wellington and welcomed new students from Mana College.



### Sustainability

DLA Piper strives to be a leader in environmental sustainability. We are members of the Sustainable Business Council and report to them on our sustainability commitments. We undertake initiatives to reduce our own operational environmental impact and we believe that our greatest contribution to a sustainable environment is the advice and support we provide to our clients – both in managing their own environmental impacts and assessing and responding to climate-related risks and opportunities.

We also make an active contribution to international climate policy discussions and the development of investments in low-carbon technology and infrastructure.

### Travel

We have a 'thoughtful travel approach' where we travel for business-critical reasons and court attendance. For any flight taken we buy carbon credits and plant trees for each flight. We also have excellent end of day facilities to encourage active commuting.

#### ENERGY

Our Auckland and Wellington Offices are in Green Star 5 rated buildings, with energy efficient air-conditioning, energy sensors, rainwater capture systems etc.

#### WASTE

By 2025, we aim to reduce paper use by 25 percent and to increase the percentage of the waste we recycle. We have recycling and waste minimisation programmes in both offices, as well as a worm farm in the Auckland office.

#### SUSTAINABLE PROCUREMENT

We are currently in the process of implementing a supplier portal to encourage all of our major suppliers to provide us with regular, consistent sustainability performance data. We have also adopted a sustainable procurement policy.

#### HEAD FOR SUSTAINABILITY AND ESG

In April 2020, we appointed the firm's first International Head for Sustainability and ESG. This is a global topic which requires a global response and we are ideally placed as a firm to guide and assist our clients in this important area, and to play our role in helping to make business better.

An Interview with

# Sara Khatau

Law Clerk, DLA Piper



## What kind of work have you been involved with at DLA Piper?

I joined as a Summer Clerk in 2022 in the Wellington office and rotated between the Litigation and Corporate team. Now as a Law Clerk, I am part of the Litigation and Regulatory team in the Auckland office. Our team is involved in a wide range of commercial litigation matters including specialising in competition and public law matters, property claims, life sciences and providing ESG advice. We work closely with our domestic and international Corporate teams to minimise the risk of disputes arising. A typical day for me often includes drafting court documents, conducting legal research, helping with discovery, and writing advice to our clients. The firm also has a large pro bono practice and encourages everyone to get involved in regular pro bono legal work. I'm looking forward to contributing to our work for the Starship Foundation and Refugee and Immigration Legal Advice Service.

## What do you enjoy about working at DLA Piper?

I enjoy working at a firm that invests in and cares about shaping my professional future. DLA Piper offers the ideal opportunity for juniors to get direct engagement with leading lawyers through working on high calibre matters within close-knit teams. DLA Piper's supportive culture is reflected in the commitment Partners take in your

development. I've learnt so much from being able to ask questions knowing that senior colleagues will be happy to help and mentor me.

## What has been the most challenging part of working at DLA Piper?

I found the transition from law school to work challenging in learning how to apply theoretical knowledge practically while building a new commercial, and in DLA Piper's case, international outlook. Having said that, DLA Piper's collaborative culture provides plenty of learning opportunities that help you rise to the challenge. You are supported through the clerkship with a structured induction, regular catch ups, a dedicated buddy, and a senior lawyer to guide you. Every day is different, and I love coming into the office knowing that I'm going to get involved in stimulating legal work that I can learn from.

## What has surprised you about working at DLA Piper?

I've been pleasantly surprised by the priority placed on community care initiatives and diversity and inclusion programmes. Our community initiatives involve tree planting days, fundraising drives for Canteen and volunteering for the City Mission. We have an active diversity and inclusion community that organises various events that include (but certainly not limited to) Pride Week quiz night, heritage days, and wellbeing classes. I'm lucky to be

part of Mosaic, which focuses on promoting cultural diversity and organises celebrations for cultural events. I also recently participated in the Social Steering Committee aimed at making DLA Piper's culture the best it can be through reviewing and improving the firm's people engagement, wellbeing efforts and contribution to society broadly. I've experienced the inclusiveness of DLA Piper through the authentic people I work with and the support that I was given during Ramadan to make work flexible for me.

## What sets DLA Piper apart from other firms?

DLA Piper's vast international network sets it apart from other firms. Being one of the largest global law firms means that there are significant resources available, from international academics for juniors, secondments to international offices and global pro bono projects. DLA Piper fully embraces its global network and the advantages that come with interconnectedness. This means that on a daily basis, we get to collaborate with our international colleagues on cross-jurisdiction client work while developing a professional network with talented lawyers across the world. For example, after advising Auckland Council on its successful trans-Tasman AsOne bid to secure co-hosting the 2023 FIFA Women's World cup, DLA Piper New Zealand ran an international football competition within the firm.

### What are the social opportunities like at DLA Piper?

The firm values creating a work-life balance and organises several formal and informal social opportunities throughout the year including delicious morning teas, team coffees and themed events such as a James Bond evening. The social culture is particularly great amongst the juniors, which I can confirm as a non-sporty person even I am excited to join the firm's social sports teams.

### What has been your favourite experience at DLA Piper so far?

On my first day as a summer clerk, I attended the Supreme Court judgement for Make it 16 that my supervising partner had been a counsel on. This was impactful for me personally as a public law enthusiast and also seeing that DLA Piper is at the forefront of the legal industry. Beyond this, it's the day-to-day experience that is a highlight. For me, working on meaningful client work in a positive environment with people who want to see me be the best version of myself is unparalleled.

### What would your advice to students be who are wishing to apply to DLA Piper?

Enjoy the process and be yourself. From experience I know that recruitment can be overwhelming. But it's also a great opportunity to see if the firm's culture and practice areas are a good fit for you. I wasn't sure what firms to apply for or even if corporate law was right for me. After attending DLA Piper's presentations and meeting with DLA Piper, I knew this is the place for me, a decision that I'm truly grateful for.

## Why DLA Piper?



**Sundaresh Thangavelu**  
Solicitor,  
Real Estate

*"DLA Piper's global reach and seamless cross-border integration sets it apart from other law firms in New Zealand. This enables us to draw on expertise and insights from our colleagues across various jurisdictions and provide our clients with that extra level of service and insight that they would be hard-pressed to obtain elsewhere. The firm also has an awesome culture – everyone is very friendly, approachable and works in a collaborative way, making it easy to bring your best self to work."*



**Ruby Medlicott,**  
Solicitor, Finance,  
Projects and  
Restructuring

*"DLA Piper has given me the best start to my career. While the opportunity to collaborate with DLA Piper colleagues internationally is invaluable, it is the people that has made my time here so great. DLA Piper provides a welcoming, supportive and accepting environment – perfect for young lawyers who are just starting out!"*



**Boston Flanagan-Connor,**  
Law Clerk,  
Corporate

*"DLA Piper is one of the world's leading law firms, and for good reason. DLA Piper's lawyers and support staff are first class and produce the highest quality work on the market. Best of all, they are genuinely lovely people."*



**Tayla Court**  
Associate,  
Corporate

*"DLA Piper offers global opportunities which are second to none, but the Auckland and Wellington offices still have a distinctly New Zealand feel. Our global presence allows us to have the opportunity to work with significant and well-known international clients, giving us excellent opportunities to work on the top international and domestic matters in New Zealand."*

## What we look for

Our people come from a diverse range of backgrounds. We don't have a set profile for our clerks – that's what sets us apart. Not only does this allow us to serve our diverse clients better; it opens up a range of different and unique perspectives.

You will have a real passion for developing a career as a lawyer and take an active interest in commercial law. Beyond this, we'll be looking for candidates who are naturally inquisitive, have plenty of drive, and can show a genuine commitment to their chosen career path.

Your personal qualities will be important too. If you can provide tangible examples of your abilities in these areas, you'll have a greater chance of success. We look for those with the behaviours, strengths and skills that will enable success at DLA Piper and within a legal career. These include, but are not limited to:

### **MOTIVATION**

To work in the legal industry and start your career with us.

### **LEARNING**

Desire to learn more, and proactively seeking opportunities to do so.

### **RELATIONSHIP BUILDING**

Connecting with others to create long lasting relationships.

### **QUALITY**

Taking pride in every aspect of your work, where no detail is too small.

### **ADAPTABILITY**

Adapting your approach depending on the situation and in the face of any setbacks.

*We'll be looking for candidates who are naturally inquisitive, have plenty of drive, and can show a genuine commitment to their chosen career path.*







# Opportunities

## Law Clerk opportunities

**Who:** Law Clerk positions are available for students in their final year of study.

**Where:** We have positions available in our Auckland and Wellington offices.

**When:** Law Clerkships typically start in March. But we are open to discuss this based on your personal situation.

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## Summer Clerk opportunities

**Who:** Summer Clerk positions are available for students in their penultimate year of study.

**Where:** We have positions available in our Auckland and Wellington offices.

**When:** The summer clerkship fits around the University break. Typically, the clerkship starts mid-November and finishes late-February.

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## Insight Programme

**Who:** Our Insight Programme is open to students in their antepenultimate year of study. This equates to the third year of study for students completing a five year degree.

**Where:** We run the programme in our Auckland and Wellington offices, as well as online.

**When:** The programme runs for one day during the August/September break.



## Your Development

### Your growth is our growth

Our goal is simple, we want to create the future leaders of the firm. That means giving you the skills you need to become a successful lawyer, but also the experiences to discover where your true interests lie. As you progress, you won't just develop your legal knowledge, you will also develop the commercial, international outlook that's the hallmark of a DLA Piper lawyer.

### What to expect

Your clerkship starts with our Best People orientation program, designed to ease you in and get you acquainted with our culture. It will equip you with the necessary knowledge and tools to start your career on a firm foundation. We

encourage those open to it to undertake two rotations in different practice groups, where you'll work alongside people at all levels of the business, including partners. By learning through practice and observation you will get a real feel for commercial law in practice.

### Work in the community

We'll encourage you to do both pro bono and community work; not simply because it's the right thing to do, but because it will develop your skills in leadership, teamwork and communication.

### Supporting you

Throughout your clerkship, you will be supported by a supervising senior lawyer or partner who will

provide you with regular guidance and feedback. You will also have a buddy who will help you make the most of the opportunities the firm has to offer.

### Learning that never stops

Once qualified, you will continue to learn through real-life commercial practice. You will also have access to knowledge centres, technical courses and business skills training. Likewise, our International Career Academies will help you continually enhance your professional skills while developing your internal networks across the firm.

# Clerk application process and timeline



## Your path to a career with us

We deliberately offer a handful of sought-after clerk openings in New Zealand. This means you will experience a first-class journey, with full participation in real work. Partners and senior lawyers will support you with genuine help and encouragement. You will be busy and experience a variety of work. You will be truly contributing.

Through our application process we'll assess how well you'll fit with DLA Piper – and how DLA Piper will fit with you.

## Application Timeline

### APPLICATIONS OPEN

12pm, Thursday, 7 March 2024

### APPLICATIONS CLOSE

9am, Tuesday, 2 April 2024

### ASSESSMENT DAY

Friday, 10 May 2024

### OFFERS MADE

Tuesday, 21 May 2024

### OFFER ACCEPTANCE DEADLINE

12pm, Friday, 31 May 2024

For further information please visit our website  
[www.dlapiper.com/nzgrads](http://www.dlapiper.com/nzgrads)

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