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SHAPE OUR VISION SHAPE YOUR FUTURE



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





We work with a diverse range of clients across the world and the deals 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. 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.

Diversity and inclusion underpins how we live our values and everything we do. We believe that 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 over

a third of our people are active in one of our four 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.
Partners will take an active interest
in your development.*



Innovation and Law&

DLA Piper has spearheaded many innovations in the legal sector. So much so, we were named Law.com International's 'Law Firm of the Year' in 2020, because of our commitment to innovation through new products and services. Recently, we introduced Law&, delivering 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.

High profile work

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

- 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;
- Advising Discovery Inc. on its acquisition of MediaWorks' TV business comprising of: free-to-air channels, Three, Bravo, Three+1, Bravo+1, The Edge TV and The Breeze TV; streaming

service ThreeNow; and multi-platform news and current affairs service Newshub, and;

- Assisting Sean Parker in his successful application to the Overseas Investment Office to purchase a third of Weta Digital.

and cross-jurisdiction working and ensures we are strengthening the engagement we have with our key clients. As a firm, we are proud to actively support 15 sectors which we are continually investing in.

DLA Piper was the first global business law firm to operate in New Zealand, giving us a key point of difference.

Supportive culture

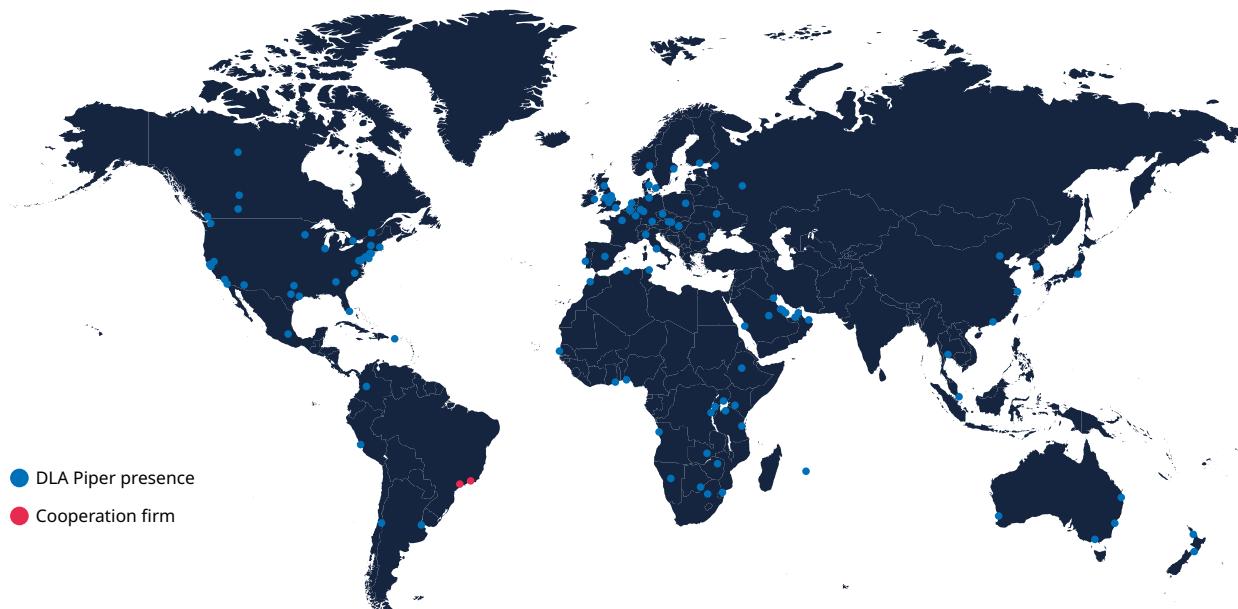
We may be one of the biggest law firms in the world, but it never feels like that. You will find yourself in a close-knit, diverse and supportive team. Partners will take an active interest in your development. We pride ourselves in our friendly and collaborative culture where everyone is approachable.

Strong sector experience

We value the importance of providing sector expertise to our international clients. Our sector approach promotes cross-practice

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.



In everything we do connected with our People, our Clients and our Communities, we live by these values:

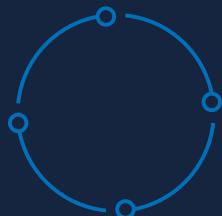


Be Supportive

We treat everyone fairly and with respect and courtesy.

We are inclusive, approachable and supportive of our clients and colleagues.

We make a positive contribution to our local and global communities.



Be Collaborative

We exhibit a global mind set by celebrating our geographic diversity and working seamlessly across borders.

We reach out to others, give help willingly and make ourselves available when needed.

We listen attentively and value new ideas and perspectives.

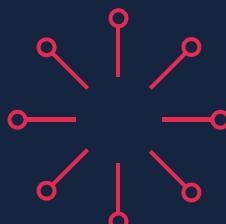


Be Bold

We are strategic and future orientated, always thinking and planning ahead.

We challenge, and are open to being challenged.

We are resilient, we adapt quickly. We guide and help others do the same.



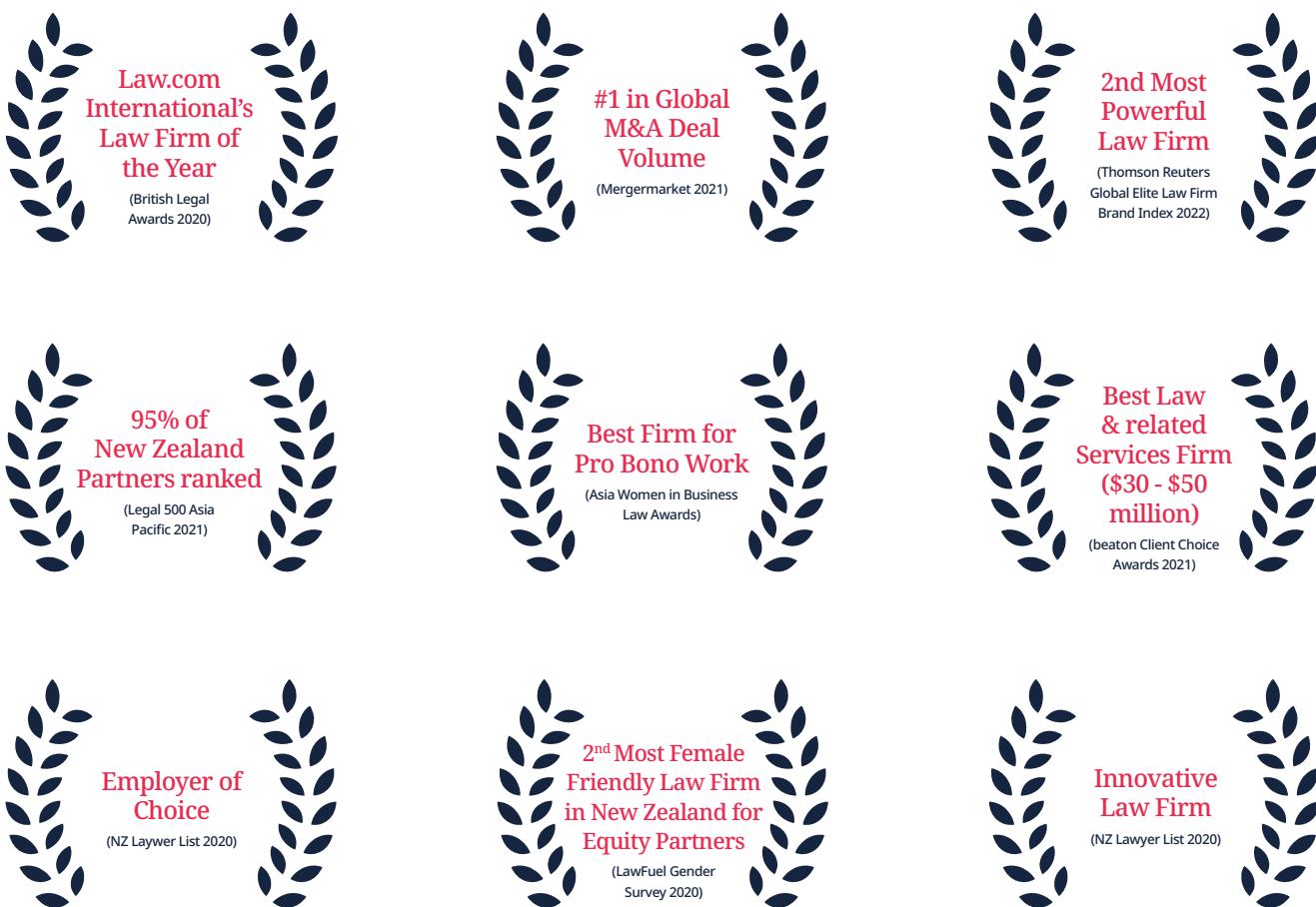
Be Exceptional

We focus on delivering the highest standard of legal advice and service excellence.

We get to the heart of issues and challenges and provide pragmatic, commercial solutions.

We operate with transparency and work efficiently to deliver value.

Our awards and recognition



Vital statistics



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 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 insight 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 the world's largest real estate practice, 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 IP and Technology practice.

Employment

Our Employment group provide 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. Employment 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 & Resource Management

DLA Piper's Environment & Resource Management 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.

To be a true leading global business law firm also involves being a

global leader in the advancement of women lawyers. In New Zealand we have a strong partnership of diverse professionals. A large percent of our partners are women (42%) with a number in core leadership roles.

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 employees 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 LGBTI.

HIP: (Heritage and Identity Project), enhancing inclusion of all races and cultures while recognising the uniqueness of Māori as tangata whenua.



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

LAW: Leadership Alliance for Women Group, our network that plays an integral role in our vision for a gender balanced and inclusive firm.

Pro bono, giving something back

Every lawyer is encouraged to perform at least 35 hours of pro bono work each year. Additionally, our employees are allocated two days a year to participate in firm-

organised volunteering activities in the community.

We are proud to be one of the world's largest providers of pro bono legal services. For you, it's an opportunity to help vulnerable 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.

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. Last year, we were privileged to host two of our Global Scholarship fellows here in New Zealand for two weeks.



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 have partnered with The Prince's Trust NZ in 2020 to launch our Head Start New Zealand programme. This is a 1-5 year programme backing secondary school students through tertiary education and providing mentoring, internships and financial support.

Sustainability

DLA Piper strives to be a leader in environmental sustainability. 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.

ENERGY

Our target is to reduce energy consumption by 25 percent by 2025.

WASTE

By 2025, we aim to reduce paper use by 25 percent and to increase the percentage of the waste we recycle.

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. It 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.

Why DLA Piper?



Neisha Mistry
Senior Associate,
Corporate

"I have always felt I could be my true authentic self at DLA Piper and have been able to grow professionally without ever feeling like I had to compromise this aspect. That is all due to the people that work here, and the partners and other leaders in the firm that foster this environment."



Max Kwan
Summer Clerk,
Tax and Banking
& Finance

"DLA Piper is a firm like no other. With the ever-increasing interconnectivity of today's globalised economy, DLA Piper fully utilise their international connections to be at the forefront of the legal and professional services industry. Everyone at DLA Piper wants to see you thrive and develop into the best version of yourself by giving you support and guidance when doing challenging, stimulating, and impactful client work for the largest businesses in New Zealand and the world."



Katrina De Joya
Law Clerk,
Litigation

"DLA Piper's international network has allowed me to work with a diverse range of clients and use my local expertise to provide global solutions. The firm and my colleagues always encourage me to take opportunities to develop my legal experience."



Liam Johannesson
Solicitor,
Corporate

"DLA Piper is a global firm with offices in more than 40 countries. The international work we get from our colleagues overseas is unparalleled in the New Zealand market - and it gets better every year."



Matthew Dicken
Solicitor,
RMA

"DLA Piper provides the opportunity to work with and learn from lawyers who are recognised as leading individuals in their fields. They care about helping shape your future and create a supportive platform to achieve your best potential. The firm also truly values diversity and inclusion initiatives which creates a safe place to bring your whole self to work whilst working toward making the profession as a whole a safer one."

An Interview with

Grace McCarthy-Raw

Solicitor, DLA Piper
(pictured far left)



What is your role?

I am a solicitor in the Intellectual Property and Technology team. Our team is involved in a wide range of corporate and commercial work, particularly focusing on providing technology and privacy related advice, drafting and reviewing commercial agreements as well as supporting the Mergers & Acquisitions teams with intellectual property and technology related issues for deals. During my time I have also been fortunate enough to participate in two secondments.

What do you enjoy about working at DLA Piper?

I love the flexible team structure which has allowed me to gain exposure to a diverse range of matters at a junior level. Senior colleagues are always willing to lend a hand to ensure I am constantly learning. The opportunities are endless, it's just a matter of getting stuck in. Not only have I had great work experience, but I've also been lucky enough to be involved with a number of extra-curricular initiatives including (but certainly not limited to) assisting refugees with visa applications as part of our pro bono

practice, planting trees at Cornwall Park as part of a community care initiative and hosting a Wellbeing discussion panel with industry leaders for one of our diversity and inclusion events.

What are the social opportunities like at DLA Piper?

The firm genuinely cares about creating a work-life balance and as part of this we have a number of formal and informal social events throughout the year. The Social Committee (of which I am an avid member), is constantly plotting and planning events for everyone in the firm to get together and celebrate. Additionally, the juniors all get on extremely well and often catch up as a cohort for breakfast, lunch or dinner.

What has surprised you about working at DLA Piper?

I have been pleasantly surprised by the enormous number of resources and connections the firm has to offer, both domestically and with the benefit of the international firm. All of this ensures we produce timely, high-quality work for our clients.

What has been a highlight so far?

Within my first six months I worked on and attended a criminal trial with the Resource Management team. It was a surreal experience being on the ground gaining real hands-on experience in the court system.

Why was DLA Piper the right firm for you?

DLA Piper is a medium sized firm with a big firm attitude – this means at a junior level we get direct involvement in interesting work, collaborating alongside some of the best in the industry. The firm wholeheartedly supports all of my goals and ambitions and takes a concerted effort to ensure everyone gets exposure to a range of great experiences and initiatives.

What would you encourage new joiners to get involved in?

Not only saying yes to a diverse range of work but also getting involved in the non-work-related activities the firm has to offer has really enhanced my experience at the firm.

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.

LEADERSHIP:

Takes control and initiates action by giving direction and taking responsibility.

TEAMWORK:

Works effectively with individuals and teams and provides a consistent role model for organisational values.

INTERPERSONAL SKILLS:

Builds positive relationships by communicating, networking and influencing effectively.

ANALYSIS:

Gets to the heart of complex issues and problems through clear analytical thinking.

CREATIVITY:

Applies creativity to develop new and innovative solutions.

ORGANISATION:

Is able to provide clear and effective delivery of projects.

ADAPTABILITY:

Responds to change positively and copes with setbacks.

COMMERCIAL OUTLOOK:

Pays attention to commercial factors and opportunities.

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: Flexible start date based on your personal situation.

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.

Insight Programme

Who: Our Insight Programme is open to students in their antepenultimate year of study. This equates to the 3rd year of study for students completing a 5 year degree.

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

When: The Programme runs for three days 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. You will then undertake two rotations in different practice groups, where you'll work alongside people at all levels of the business, including partners. Learning through practice and observation you will get a real feel for commercial law in practice. Upon your successful completion of the rotations, you will join a permanent team, and complete your legal professional studies.

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. The clerkship programme generally starts in November. You will be busy and experience a variety of work. You will be truly contributing, spending your summer rotating between two teams before going into a permanent team.

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 10 March 2022

APPLICATIONS CLOSE

12pm, Monday 28 March 2022

ASSESSMENT DAY

Friday 6 May 2022

OFFERS MADE

Friday 13 May 2022

ACCEPTANCE DAY

12pm, Tuesday 24 May 2022

For further information please visit our website

www.dlapiper.com/nzgrads

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www.linkedin.com/company/dla-piper

www.dlapiperdiversity.com