

Shaping the future of insurance law

wotton  
kearney+

A founding member of LEGALIGN  
GLOBAL

**The top-tier litigation career you're chasing is in insurance.**

**Surprise!**

# About W+K

## Leaders in our field

### Wotton + Kearney has one focus – insurance law

Founded in 2002, W+K has grown from two partners to be one of Australasia’s undisputed leaders in our industry with 71 partners and over 360 lawyers across our offices in Sydney, Melbourne, Brisbane, Perth, Adelaide, Canberra, Auckland and Wellington.

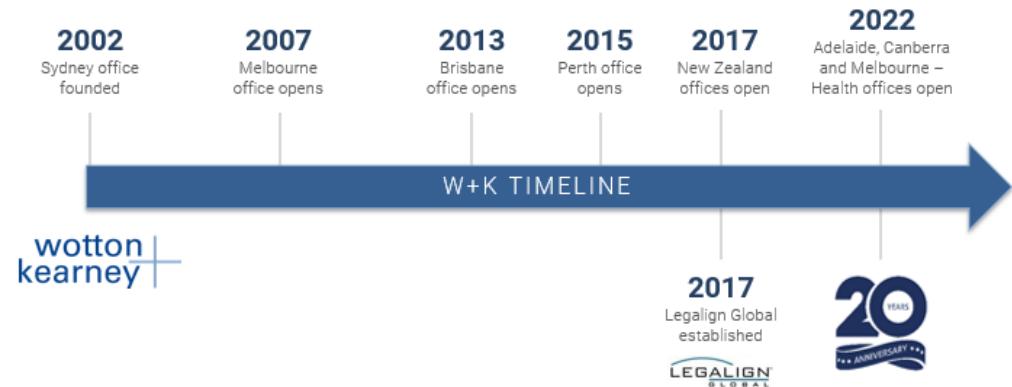
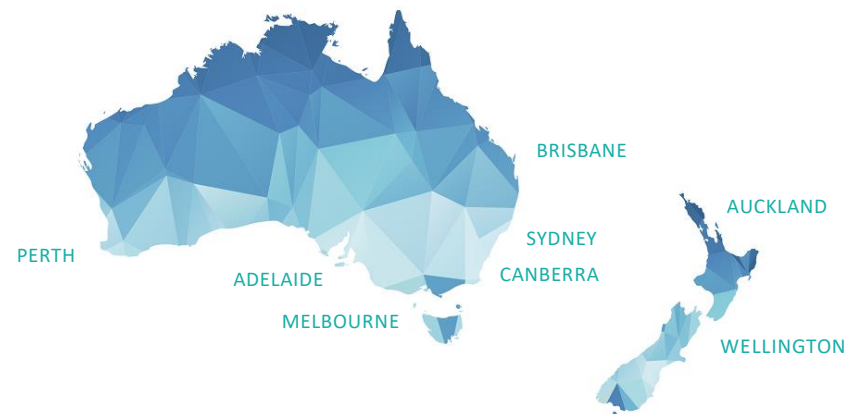
Our dedication to insurance makes us the law firm of choice for some of the largest insurers, brokers and industry participants.

Our experience extends across a broad range of industry sectors including construction, energy and mining, financial services, healthcare, manufacturing, property, public sector, retail, SMEs, sports/leisure, technology and transport.

We have built a reputation for leading some of the Australasian insurance market’s largest, most complex and high profile disputes. We are proud to have been recognised by our clients as a Band 1 firm for insurance law in the Chambers & Partners legal rankings for eleven consecutive years.



71 PARTNERS 360+ LAWYERS 9 OFFICES



## About W+K

### Who we work with

Clients come to Wotton + Kearney because we know insurance, deliver outstanding client service and have consistently demonstrated excellence in solving a wide variety of insurance disputes.

Our clients include some of the world's largest insurers and re-insurers participating in the Australasian insurance markets, together with a number of Australia and New Zealand's largest blue-chip corporates that manage large insurance programs or insure their business risks themselves.

But we don't just act for market giants.

Many of our clients are Lloyd's syndicates writing insurance business in our region either directly or through coverholders and we have a detailed understanding of the unique Lloyds insurance market. We also assist local underwriting agencies, insurance brokers and other insurance market participants.

W+K's lawyers are regularly called on by industry bodies and the insurance press to comment on insurance issues. We collaborate with key industry associations and are committed to continuous education.

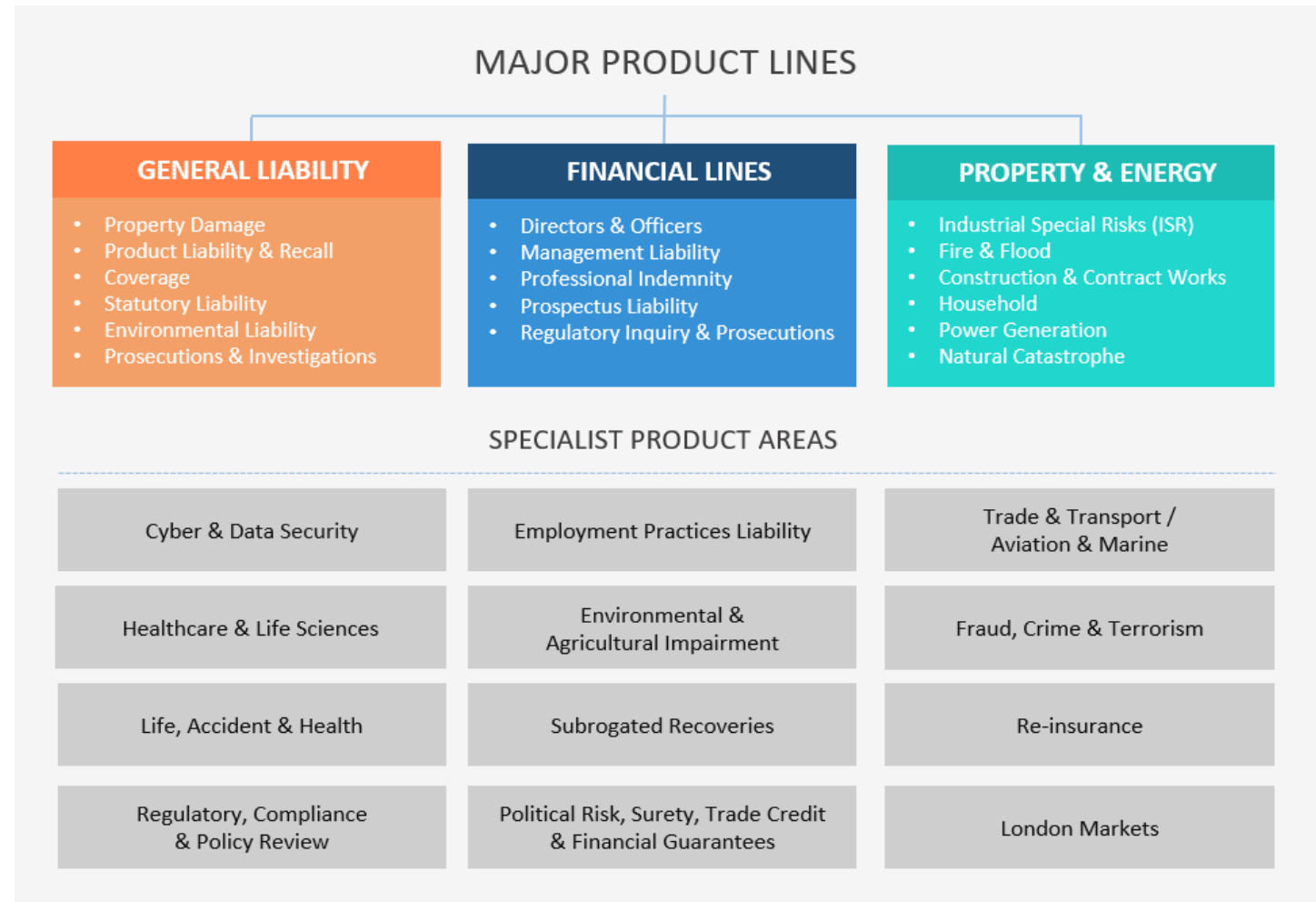


# About W+K

## Our structure

We structure our business so that we are aligned with our clients' product lines.

Before settling into one of our core teams, you will have the opportunity to gain experience across various product lines, learning first hand about the areas our partners and senior lawyers specialise in.



# Why join W+K?

A high performing team provides support and encouragement to all people connected as part of that team. Culturally, it's important to us that if you are part of the W+K team that you feel supported and valued for your contribution. Here are some of the ways we achieve this goal:

- Competitive remuneration package
- An inclusive, collaborative culture
- Flexible work arrangements
- Ongoing investment in career development
- A generous employee referral program
- Involvement in our Community Footprint Pro Bono & CSR Program
- Fantastic and regular social events throughout the year
- Access to well-being initiatives (including Health, Income Protection and Life Insurances)

## ✓ GENUINE INDUSTRY SPECIALISTS

W+K has one focus – insurance law. This singular focus means we are home to many talented lawyers that are leading industry specialists with an in-depth knowledge of the legal issues, claims management processes, commercial drivers and interests that impact all players in the insurance industry including their commercial customers.

## ✓ MARKET DEFINING WORK

W+K is honoured to be the law firm of choice for many leading insurers, brokers and industry participants in Australasia and across the globe. If you join us, you will be part of an industry-leading team that solves complex legal problems, excels at client service, works on the most interesting and market defining claims, and is constantly challenging itself to learn and innovate. You will see opportunities to boost your personal brand and professional network through exposure to market recognised lawyers, insurance professionals and other experts.

## ✓ MENTORING

We want our employees to thrive at W+K. Through our Kaitiaki mentoring program, you will work alongside a partner who will provide you with support and guidance at all stages of your career. You will also be assigned a Senior Mentor and a Buddy.

## ✓ BUSINESS RELEVANT TRAINING

You will have access to both in-house and external training courses and workshops to ensure you have the tools you need to be successful at W+K and remain up to date with the latest developments in both the legal and insurance industries. Our technical training programme has been specifically designed with graduates in mind.

## ✓ INDUSTRY PARTICIPATION

You will also be encouraged to join relevant industry networks and professional associations and then use these connections to open up doors to meet clients and create opportunities that build your personal brand.

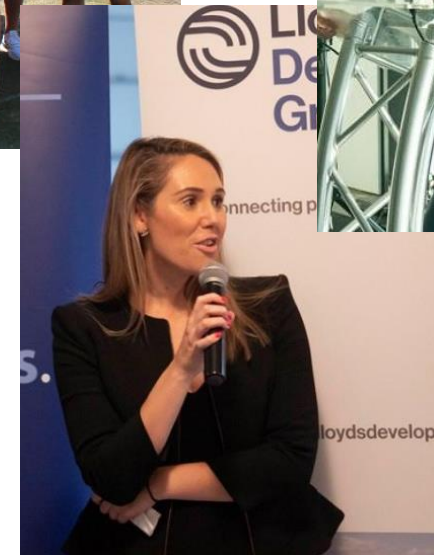
## ✓ THE BUSINESS OF LAW

It is not just technical skills that we focus on. You will be invited to attend courses focused on building business skills you need to be successful and remain relevant to your clients, including advocacy and negotiation training, leadership development and client engagement skills. We also offer courses such as 'How to write to engage your audience', 'Building brand 'you' and 'How to present like Steve Jobs.'

## ✓ LOCAL & GLOBAL SECONDMENTS

We want our lawyers to experience first hand how our clients operate. However, not all clients are created equal and building an insider's knowledge of what is important to them through secondments makes us better lawyers and gives us a unique perspective on how to help them resolve claims. You will be encouraged to pursue secondment opportunities, not only in the local market but also in one of the international offices of our Legalign Global alliance partners as part of our talent exchange program.

# Events & Networking





**Sophie Steele**

Graduate with W+K

### **Tell us about your journey to becoming a Graduate at W+K**

I began as a fourth-year university student in an office assistant role, hoping to gain experience of what it was like to work in a commercial law firm environment. I then moved into a paralegal position with W+K where I was able to gain a deeper insight into the world of insurance law and I enjoyed it so much I have stayed on!

### **What appeals to you most about insurance law and litigation?**

I love the broad nature of insurance law and how it gives you the opportunity to utilise so many different areas of law that you are taught at university and understand them from an insurance perspective. I also enjoy the fast-paced nature of litigation which allows the opportunity to apply the theory underpinning insurance law to various practical scenarios - whether negotiating in a mediation or advocating in the courtroom.

### **What advice do you give to final year law students preparing for their next career step?**

Be as open minded as possible – I had never really understood what insurance law involves, never mind pursuing it as a career choice however I have really surprised myself about how much I enjoy it.

### **What do you enjoy most about working at W+K?**

A combination of three things – the complex and diverse nature of the work you are given, the supportive and encouraging environment that W+K creates and being afforded the opportunity to learn from some of the best insurance lawyers in the business.



**Ati Damodaran**

Graduate with W+K

### **Tell us about your journey to becoming a Graduate at W+K**

I began my legal career as a paralegal at a small plaintiff firm working on the ‘front lines’ handling new enquiries for potential claimants. My interest in general liability grew and I wanted to explore this further. Funnily enough, one day while trawling LinkedIn and came across a post advertising a paralegal opportunity at W+K. I was fortunate enough to be offered the position. I wanted to continue my career in insurance law so I decided to take the next step as a grad.

### **What appeals to you most about insurance law and litigation?**

With such a variety of issues that arise within insurance law I am constantly learning new things and being challenged regularly. It is a very intellectually stimulating area of law requiring legal analysis and even scientific analysis.

### **What advice do you give to final year law students preparing for their next career step?**

To be persistent and patient. Many final year law students will undoubtedly be applying to various graduate roles over the coming year. It’s important to take a step back and realise that finishing law school in itself is an impressive accomplishment. Opportunities will present themselves to you if you put yourself out there.

### **What do you enjoy most about working at W+K?**

Easily the people! Yes it is a cliché answer but it is difficult not to recognise the extremely talented and caring people at W+K who provide an excellent environment for growth, learning and development.

# Recruitment Process



## ✓ APPLICATION TIPS

- Ensure you include all information that has been requested as part of the application process.
- Applications for W+K will need to include a cover letter, CV and academic transcript.
- Ensure your cover letter gets you noticed, and makes you remembered:
  - Who are you, what experience do you have, and what are your interests? Make it personable.
  - Why are you wanting to work at W+K?
  - Why do you think you would be a good fit for W+K?

## ✓ INTERVIEW PREP TIPS

- Research our firm to ensure this is a place where you would like to start your career  
<https://www.wottonkearney.com.au/>
- Leave plenty of time for travel so you are not rushed.
- Prepare your own questions to ask. Remember this is also for you to find out about us and whether your values align with ours and if this is the right place for you.

## ✓ INTERVIEW TIPS

- Leave plenty of time for travel so you are not rushed.
- Listen carefully to the question. It is ok to take a moment and consider it before answering or you can ask the interviewer to rephrase the question if you are unsure.
- Try not let the nerves get the better of you. This is your opportunity to showcase yourself and everything you have achieved.
- Remain positive and be yourself.



# Frequently Asked Questions

## How many graduate roles will be available?

The number of roles will depend on our resourcing needs at the time. However, generally we hire 2-3 graduates in each office each year.

Applications will open in March 2023, with successful candidates starting full time employment by 7 February 2024.

## Do I need to have completed my Law Degree before I can apply?

You should be in your final year when you apply. You will need to have completed your University studies prior to 7 February 2024.

You can attend your Graduation and complete your Professionals studies after your employment start date. We will pay for your professionals course fees.

## Do I need to complete an insurance law paper to apply?

While completing an insurance law paper would be advantageous to your application, you do not need to have completed this paper to be a successful candidate.

## What does the graduate remuneration package look like?

Our salary bands are reviewed annually, with increases back-dated to 1 July. Our current banding has Graduates starting on \$60,000, moving to \$72,000 after 1 year at the firm.

Additional benefits include:

- Health insurance contributions
- Income protection and life insurance
- Birthday leave + Wellness Leave provisions
- Gym / sporting contributions
- Kiwisaver contributions (on top of salary)
- Payment of Professionals and admission costs (+ study leave)

## How do you support progression and development?

Our junior lawyer technical training programme has been designed to kick-start your legal career. It has been developed by our lawyers, with a specialist focus on insurance litigation.

You can expect regular dedicated junior lawyer training workshops during your first 6 months at W+K, in addition to fortnightly CLE training sessions for all lawyers. Examples of our junior lawyer training workshops include:

- Introduction to Insurance
- Structured sessions on our key practice areas
- Chronologies and discovery
- The lifecycle of insurance claims
- Scale Costs
- Filing and Serving of Documents
- Drafting Pleadings
- Case Law Research

Outside of our technical training programme, we have a three tiered mentoring approach which assigns all graduates with a **Kaitiaki** (supervising partner) **Senior Mentor** (senior lawyer) and **Buddy** (junior lawyer) to help guide you through your first year at the Firm.

You will have quarterly catch ups with your Kaitiaki where you will discuss your development and agree objectives to work towards. You will also have regular catch ups with your Senior Mentor.

You will be supported in developing goals and objectives to help you reach your full potential.

## How do you choose which practice area graduates will work in?

Graduate lawyers will spend their first 3 years rotating through our various practice areas to ensure they get exposure in all areas of our business. You will get to work with various specialists over this time.

# Community Footprint



We are committed to our Pro Bono and Corporate Social Responsibility program, Community Footprint, and proud of the help that we've provided to our communities. Contribution to the communities in which we live is a way of life for our lawyers – it's at the core of how we conduct ourselves and how we do business.

Our Community Footprint program was established in January 2012. Since then, we've nurtured it under the leadership of our dedicated Pro Bono and CSR Partner Heidi Nash-Smith to become a key initiative across all of our offices.

## PRO BONO

Our lawyers advise on a wide variety of pro bono matters and assist many vulnerable members of our community who are unable to obtain legal aid or afford legal representation.

Through our partnership with Wellington Community Law, we provide pro bono services for their Refugee and Immigration Legal Advice Service, assisting with their family reunification process.

## COMMUNITY/CSR

We have formed long-term partnerships with local charities across New Zealand and Australia, forging strong relationships and helping to effect change in our society. We participate in many CSR, community and environment events to make sure that we are acting to create a better future.

One of the ways in which we've tried to assist is to partner with one charity each year to focus our advocacy, fundraising and volunteering efforts. Our New Zealand Charity Partner is the Life Squared Trust. The purpose of the Trust is to understand, promote and raise awareness for mental health among legal professionals in New Zealand.



# Career Opportunities

If you like the sound of a career at W+K, we would love to hear from you. Below are our upcoming recruitment drives, however you are welcome to inquire with us at any stage.

## Graduate Roles

We will be accepting 2024 graduate applications in March 2023. Graduate roles will be advertised on our website, Seek.co.nz and UniTalent.ac.nz.

Successful candidates should expect to start full time employment by 1 February 2024.

[www.wottonkearney.com/careers](http://www.wottonkearney.com/careers)

## Contact Wotton + Kearney

Email us: [join.nz@wottonkearney.com](mailto:join.nz@wottonkearney.com)

