



Insuring your future  
with Wotton Kearney

# About us



Wotton Kearney (WK) is Asia Pacific's largest specialist insurance and risk advisory law firm. Founded in Australia in 2002, WK has grown from two partners to be a recognised leader in insurance, risk management and dispute resolution. In New Zealand we have offices in Auckland, Wellington, and Christchurch, as well as a hub in Tauranga.

We are the 'go to' firm in our region for the majority of local, global and London market insurers, as well as local brokers and corporate insureds, particularly with the more complex issues facing the market.



89 Partners  
450+ Lawyers  
10 offices



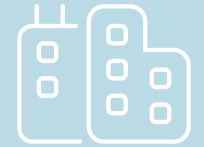
Tier One



International reach  
across 18 countries



13 Years Ranked #1  
(Chambers)



10 Offices  
3 Countries



Represent 120  
of the World's  
Leading Insurers

## Our clients

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

Our clients include some of the world's largest insurers and re-insurers participating in the Asia Pacific insurance markets, together with several 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 cover holders and we have a detailed understanding of the unique Lloyd's insurance market. We also assist local underwriting agencies, insurance brokers and other insurance market participants.

Wotton Kearney'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.



CHUBB®

iag



Offshore Market Placements  
A Gallagher Company



Berkshire Hathaway  
Specialty Insurance®



Antares  
A QIC Global company

FMG  
Advice & Insurance



ZURICH®

DUAL

QBE

AIG



Liberty  
Specialty Markets

vero

DELTA™  
INSURANCE



Gallagher

MS Amlin

# Our Partners



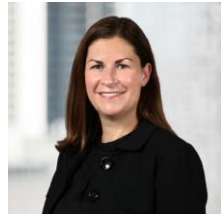
## Auckland



Aimee Credin  
*Health*



Caroline Laband  
*Property & Energy*



Katie Shanks  
*Financial Lines*



Rebecca Scott  
*Financial Lines*



James Dymock  
*Financial Lines*



Misha Henaghan  
*Casualty*



Mathew Francis  
*Financial Lines*

## Wellington



Antony Holden  
(Managing Partner)  
*Property & Energy*



Adam Holloway  
*Health*



Sean O'Sullivan  
*Health*



Joseph Fitzgerald  
*Cyber & Technology*



Sophie Lucas  
*Financial Lines*



Shane Swinerd  
*Property & Energy*



Peter Leman  
*Property & Energy*



Richie Flinn  
*Financial Lines*

## Financial Lines

**Construction PI:** Professional indemnity claims against Engineers, Architects, QS, Project Managers.

**Financial Services PI:** Professional indemnity claims against Solicitors, Trustees, Accountants, Tax Agents, Financial Advisers and Brokers.

**Property PI:** Professional indemnity claims against Real Estate Agents, Valuers, Building Inspectors and Surveyors.

**Misc PI:** Professional indemnity claims against other professions which do not fall within another group.

**Directors & Officers:** Coverage and monitoring instructions across civil and regulatory proceedings, representing insurers and directors.

**Crime:** Investigation and coverage advice for claims arising from potential employee dishonesty and fraudulent third parties.

**Employment:** Advising on claims under employment policies and act for insureds for employment claims. Provide advice to employers on disciplinary investigations and other employment processes.

## Casualty

**Environmental Impairment Liability:** Claims involving environmental damage and pollution, assessing costs of clean-up, investigations and prosecutions under the RMA.

**Property Damage:** Claims arising from damage to third party property (typically under a standard liability policy). Coverage and defence instructions.

**Product Liability Recall:** Claims involving the failure or recall of products manufactured, imported, supplied and sold by (insured) companies, including providing coverage advice and acting as defence counsel in regulatory investigations and litigated matters.

**Statutory Liability:** Claims involving breaches of statute or regulation, resulting in investigation and prosecution. Coverage, investigation and defence instructions.

**Life Sciences:** Claims involving the development of lifesaving or life-extending products to prevent, treat or cure disease including clinicals trials, and medical product liability and malfunction. Coverage and defence instructions.

## General & Commercial Litigation

**Complex Coverage:** Instructions by insurers to provide coverage advice on complex, high profile, or high value matters.

**Litigation:** General litigation practice where the instruction has not emanated from an insurance company or insured Client. Focus on development of advocacy and courtroom skills.

**Regulatory / Advice:** Instructed by insurers or brokers to provide advice on regulatory or prudential frameworks related to the insurance industry, draft submissions, review, update, draft or localise policy wordings.

## Property & Energy

**First Party Coverage:** Typically instructed by insurers to provide coverage advice on Commercial and Domestic Material Damage / Business Interruption policies (including Industrial Special Risks, Contract Works and Delay in Start-Up wordings). Other first party policies include event cancellation, travel, and political risk.

**Subrogation:** Typically instructed by insurers to assess and pursue targets, seeking to recover funds paid out under an insurance policy. Can flow-on from Property Damage and First Party Coverage claims.

## Health Professional Indemnity

**Health PI (including MPS):** Professional indemnity claims (disciplinary, investigations, coronial inquests, prelitigation and litigated) against all 'health care providers' (as defined in the Health and Disability Act 2004), including medical practitioners and allied health professionals.

## Cyber & Tech

**Breach:** Acting as breach coach and first responders for insureds, provide cyber policy and coverage advice, compliance with privacy laws and compulsory notification requirements, and assisting with pre-emptive procedures and response plans.

**Privacy:** Advising on the full range of privacy and data protection, including privacy regulation and notification obligations, privacy and security risk mitigation, commercial and IP data loss issues, cyber-extortion/ cybercrime, regulatory investigations and third-party claims.

**Tech Liability:** Claims against technology product and service providers. Typically, third party claims against insured client. Coverage, investigation and defence instructions.

We structure our business so that we are aligned with our clients' product lines. Before settling into one of our core teams, through our rotational structure 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 Wotton Kearney?



## Local & global secondments

We want our lawyers to experience first-hand how our clients operate. Building an insider's knowledge of what is important to each client 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 internationally.



## Market defining work

Wotton Kearney is honoured to be the law firm of choice for many leading insurers, brokers and industry participants in Asia Pacific and across the globe.

When 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.



## Genuine industry specialists

Wotton Kearney is focused on insurance, risk management and dispute resolution. This 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.



# Why join Wotton Kearney?



## Development & mentoring

We want our team to thrive at Wotton Kearney. Through our three-tiered mentoring program, you will work alongside a Kaitiaki (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 Wotton Kearney and remain up to date with the latest developments in both the legal and insurance industries. Our structured technical training programme has been specifically designed with graduates in mind.



## Industry participation

You will be encouraged to join relevant industry networks and professional associations and then use these connections to open 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 'Effective Writing', 'Building brand 'you' and 'Presentational Speaking.'

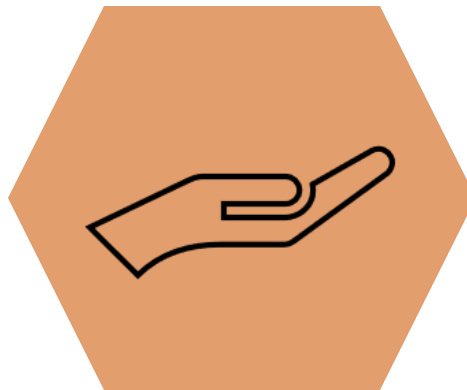
## Our values

Every day, each of us makes choices about how we act and what we say. Our values serve as a consistent reminder of the high standards we expect of everyone at Wotton Kearney. We value behaviours that build strong relationships, demonstrate excellence and foster a diverse and inclusive culture.



### Focus on the main game

- Excellence in insurance and risk – never complacent
- Developing meaningful and lasting relationships internally and externally
- A commitment to give back



### Have each other's back

- We work as a team
- We invest in one another
- "In the belly, not in the back"



### Be real

- We are authentic
- We are respectful, but call a spade a spade
- The behaviour you walk past is the behaviour you accept
- We value diversity
- We celebrate success



## Our offering

A high-performing team provides support and encouragement to all members involved. Culturally, it is important to us that as part of the Wotton Kearney team, 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 wellbeing days, wellness contributions, life insurance, health insurance & more)







**Pia Kitchin Gordon**  
Solicitor – Financial Lines

## **Tell us about your journey to becoming a Graduate at Wotton Kearney**

By the time I was finishing up my degree, I had experienced working in both a legal and consulting setting and knew that a career in law was the right fit for me. I saw the role being advertised and was admittedly very unsure about what a career in insurance law would entail; but I applied, and the rest is history!

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

I love how broad and interesting, yet highly relevant the work we deal with is. There is truly an insurance policy for (almost) everything and therefore an opportunity to dabble in another area to see if it is the right fit for you.

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

Be as open minded as possible, and do not be afraid to reach out for advice to someone working in an area that you are interested. We have all been in the exact same position before.

## **What do you enjoy most about working at Wotton Kearney?**

The opportunity to learn from the best and most down-to-earth insurance and litigation lawyers in the business.

## **What area do you work in, and what has been the highlight to date?**

I work in financial lines and health. It is hard to choose a highlight as there is something interesting happening each day. Broadly speaking, it is very satisfying to see the positive impact that our work has on an insured or health practitioner.



**Mathew Harty**

Solicitor – Property & Energy

**Tell us about your journey to becoming a Graduate at Wotton Kearney**

After finishing up university, I knew I was looking for a career that covers a wide variety of work and involves civil litigation. I stumbled across an opening at WK and after meeting some of the team, I knew it would be good place for me to be.

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

There are insurance policies for just about anything, so there is a wide range of work to get involved with in WK.

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

A great skill I learnt from university was the ability to dive deep into specific issues and matters. In civil litigation and insurance, you need the ability to understand complex issues and be able to understand experts. You need to be open-minded to new information and perspectives and be willing to understand and communicate issues that you know nothing about.

**What do you enjoy most about working at Wotton Kearney?**

The variety of work we do allows us to develop our expertise across many areas. Everyone has also been kind, approachable and supportive.

**What area do you work in, and what has been the highlight to date?**

I work in Property & Energy and I also do some cyber and professional indemnity work. There have been many highlights during my time at WK. One was when an insured experienced a ransomware attack and a subsequent large data leak. We were able to give practical advice and resolved matters efficiently. The insured was extremely thankful, and it reminded me of the importance and impact of my work.



**Sama Alomar**

Solicitor – General Liability

**Tell us about your journey to becoming a Graduate at Wotton Kearney.**

After finishing my degree in 2023 and discovering WK's grad programme, I realised that insurance litigation really appealed to me, given the variety of work available. I started as a graduate in February 2024 and have thoroughly enjoyed my time here.

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

The diversity of work and the incredible experience you will gain as a junior. Insurance intersects with so many areas of the law, so there is always an opportunity to find your niche that you are passionate about.

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

Never say never and have an open mind. Talking to people working in different areas of law can help you figure out what appeals to you. I found that attending university career events was very helpful.

**What do you enjoy most about working at Wotton Kearney?**

As a junior, it is incredibly valuable to gain exposure across different lines of work which is exactly what WK offered through their graduate programme. The firm also has an incredible culture, providing massive support to myself and other graduates.

**What area do you work in, and what has been the highlight to date?**

I am in the general liability team but have been across employment and professional indemnity work. Highlights to date include dabbling in work I never thought I would see myself do and getting to work with so many talented and passionate individuals.



**Finn Speirs**

Solicitor – Property & Energy

**Tell us about your journey to becoming a Graduate at Wotton Kearney.**

At University I really enjoyed my Insurance Law paper. I had a few friends in the insurance industry that thoroughly enjoy their roles which inspired me to consider working in insurance litigation. When I got the opportunity to work at WK I jumped on it and have not looked back.

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

Insurance law reaches into all other areas. A property matter can quickly turn into an arson, which may turn into a fraud case. Insurance litigation lets you become an expert in all fields.

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

Be open and be brave. The post-university job hunt is scary and competitive, but I would encourage everyone to use the resources available to them and explore areas of work previously not considered.

**What do you enjoy most about working at Wotton Kearney?**

The teaching. I am continuously impressed by the effort the seniors put in to teach and develop my legal skills during my time at WK. The culture at the firm is extremely welcoming, with plenty of social events and celebrations that really tie firm together to create a sense of community.

**What area do you work in, and what has been the highlight to date?**

I am in the property and energy team, and my focuses are material damage and business interruption. My highlight would have to include being part of the team engaged on the biggest insurance recovery of the year. If you told me last year, I would be working on a case this big, I would have thought you were crazy.

# The recruitment process & tips



## Application tips

- Research Wotton Kearney to ensure it's a place you would like to start your career.
- Ensure you include all information that has been requested as part of the application process. This includes a cover letter, CV, and academic transcript.
- Clearly note the location / office you are applying for. If applying for multiple offices, identify your preference.
- Keep your cover letter to a maximum of one page and CV to a maximum of three pages. Make them clear and concise.
- Ensure your cover letter gets you noticed and makes you remembered:
  - Communicate who you are; what interests you. Make it personable.
  - Note relevant experience. This may include paid part-time work, and non-paid experience – e.g. community work / coaching a sports team. Identify what skills and experience may be transferable to a grad role.
  - Why you're applying at Wotton Kearney? What about insurance litigation appeals to you?
  - What makes you a good recruit for Wotton Kearney?

## Interview tips

- Brush up on your knowledge of Wotton Kearney. Are there any recent cases of interest?
- Who is interviewing you? Consider researching the interviewees on the Wotton Kearney website or LinkedIn.
- Leave plenty of time for travel so you are not feeling rushed – but don't arrive too early.
- Prepare some questions to ask – feel free to bring some notes. The interview is just as much an opportunity for you to find out about what Wotton Kearney has to offer, as it is for us to learn about you.
- Listen carefully to the questions asked of you. It's okay to take a moment to consider before answering. It's also okay to say you are unsure of the answer.
- Remain positive and be yourself. It is normal to be nervous but try to back yourself. You have made it to the interview stage for a reason.
- Do not forget to talk about your experiences outside of law such as part-time work, volunteering or a life changing trip you might have had. These experiences all shape who you are and give you a different perspective, which can help you stand out from other applicants.

## Do I need to complete my law degree before applying for a graduate role?

You should be in your final year of study when you apply, and for your application to be successful you will need to have completed your degree by February 2026. You can attend your graduation and complete your Professionals studies after you commence employment with us. We will pay for your Professionals course fees. You will also get study leave as per our Education Assistance Policy.

## What other benefits does Wotton Kearney offer?

Our benefits include (but are not limited to):

- Generous leave entitlements including study, admission, birthday, volunteering & wellness leave
- Health insurance contributions
- Income protection and life insurance
- Wellness contributions (gym / sporting)
- Kiwisaver contributions (on top of salary)
- Reimbursement of professionals course fees
- Bespoke technical training programme
- Secondment opportunities
- Experienced mentoring, supervision and support
- Celebrations, team sports, and more!

## If I am unsuccessful, can I apply again next year?

Yes! We hope to stay connected with you, so we can keep you updated on future opportunities at WK. We will seek your approval to add you to our database during the recruitment process.

## How does Wotton Kearney support progressing and development?

Progression of our junior lawyers is a key focus for Wotton Kearney. We have developed a bespoke technical training programme, designed to kick-start a junior lawyer's legal career. With a specialist focus on insurance litigation, the programme includes workshops rolled out over a period of 10-12 weeks. The programme is extensive and includes a mix of both technical, practical and professional training. Some examples of topics include:

- Insurance 101s covering our core practice areas
- Case law research & resources
- Chronologies & discovery
- The lifecycle of insurance claims
- Scale Costs
- Filing and Serving of Documents
- Drafting pleadings & preparation for hearing
- The anatomy of a civil proceeding
- Delegation & Supervision Skills
- Report writing

Beyond our technical training programme, we also have structured mentoring initiatives in place.

## Will I get to choose my practice area?

Junior lawyers may have the opportunity to rotate through our various practice areas for up to three years, before settling in a permanent practice area and team. Where possible, we try to align individual interests when considering team allocations.

Allocation of junior lawyers to a practice area is done based on business needs and are reviewed every six months.

There are regular secondment opportunities available to our junior lawyers. Secondments provide valuable insight into the way a client operates, as well as opportunities to develop relationships within the industry.



# Frequently asked questions



## What salary can I expect to be offered?

Our Graduate salary band is reviewed annually and currently sits at \$68,000. This will be reviewed before our 2026 graduates commence employment.

## How many graduate roles are available?

There will be opportunities in our Auckland, Christchurch and Wellington offices. The number of roles will depend on our resourcing needs at the time. Generally, we hire 2-3 graduates in each location each year.

## When do applications open?

See recruitment timeline on the previous page.

## How does your mentoring structure work?

We have a three-tiered mentoring approach for all junior lawyers.

Junior lawyers are allocated a dedicated **Kaitiaki** (supervising partner), **Senior Mentor** (senior lawyer), and **Buddy** (junior lawyer) to help guide them through their first few years at Wotton Kearney.

## Do I need to complete the insurance law paper?

While it would be advantageous to your knowledge of insurance and the law, it is not a requirement. We are aware that not all universities offer this paper.

All lawyers have quarterly catch ups with their Kaitiaki where development and progression is discussed, and objectives agreed. Junior lawyers also have regular catchups with their Senior Mentor. Our junior lawyers are encouraged to develop goals and objectives to help them reach their full potential.

# 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 have nurtured it under the leadership of our dedicated Pro Bono and CSR Partner Heidi Nash-Smith to become a key initiative across all 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 / volunteering

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 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.



Scan here to learn more.

Everyone at Wotton Kearney is encouraged to join a WKommittee. Whether it be diversity & inclusion, corporate social responsibility, volunteering, pro bono or social initiatives, there is a committee that will appeal to you.

## Diversity & inclusion

Wotton Kearney's Diversity & Inclusion committee aims to facilitate an inclusive workplace and be diversity leaders in the insurance and legal sectors. Our initiatives include unconscious bias and inclusive language training and incorporating pronoun signoffs on letters and emails. Embracing te reo Māori in the workplace has seen multiple cohorts undertake te reo language training. In addition to this, we hold regular talks focusing on topics such as mental health in the legal profession, and how to avoid burnout. Various cultural initiatives are also celebrated, including Lunar New Year, Matariki, and Diwali to name a few.

## Corporate Social Responsibility (CSR)

Our CSR Committee focusses on a wide range of areas including our pro bono, volunteering and environmental efforts. We encourage volunteering days that align with our sustainability objectives (e.g. tree planting) and work to educate our team on ways in which they can be more sustainable both in the office and in their day-to-day lives.

## Social clubs

Our social committees across Aotearoa are important drivers of our firm's culture. We have an ever-growing list of social initiatives for our staff, including team-building activities, and regular meetings for our social running, soccer, and netball teams. We also host games nights, themed events, and an annual firmwide Hui. This year, we even held an unofficial WK ski retreat! Outside of this, we also celebrate each other's achievements at work, no matter how big or small, through our monthly Hei Toa award.





## **DIVE IN festival**

The Dive In Festival is one of the world's largest diversity, equity and inclusion events. It's a three-day festival hosted in countries across the globe. The festival has focused on topics including gender, age, culture, orientation, mobility, faith, mental health, and disabilities. Wotton Kearney has been a Dive In sponsor since 2018, taking an active role in driving the advancement of diversity and inclusion in the insurance industry.



## **NZ Underwriting Agencies Council**

The New Zealand Underwriting Agencies Council (NZUAC) was established in 2020 with the support of the Underwriting Agencies Council Australia. They provide a united and professional front to represent the interests of New Zealand's 40+ underwriting agencies, along with the wider insurance industry. Being a member of NZUAC highlights our commitment to maintaining an engaged relationship to the brokers, underwriting agencies, and insurance suppliers of New Zealand. We are also a keynote speaker sponsor for the 2024 NZUAC conference in Auckland.



## **New Zealand Insurance Law Association**

We are a proud sponsor of the New Zealand Insurance Law Association's (NZILA) premier annual insurance law conference. The conference blends traditional, yet sought after presentations with new elements and thought-provoking sessions which align to the changing dynamics of the insurance law industry.



## Andrew McIntyre memorial scholarship

The Andrew McIntyre Memorial Scholarship honours Wotton Kearney New Zealand's founding partner and his commitment to supporting young learners. Awarded annually to a star student, it helps create opportunities for future success. This year's recipient, Mark Ramos, received the scholarship from senior associate Samantha Beattie at the school's prizegiving. Mark plans to study education at Victoria University of Wellington, using the scholarship to support his journey toward becoming a teacher. We are proud to continue Andrew's legacy and wish Mark every success.



## The insurance council of New Zealand

The Insurance Council of New Zealand (**ICNZ**) helps to ensure New Zealanders have trust and confidence in the insurance industry. Wotton Kearney is delighted to support ICNZ through sponsoring their annual conference taking place in March 2025 with a theme of 'getting resilience right'

## Career opportunities

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

## Graduate roles

Applications for 2026 graduate roles will open in early March 2025.

Advertisements will be placed on our website, Prosple, Seek.co.nz and UniTalent.ac.nz.

Successful candidates should expect to commence full time employment by early February 2026.

## Contact us

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

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

Or by scanning the QR Code.

## Get in touch

Have any questions? Please feel free to reach out to our graduate recruitment team. We are happy to help.



### **Tessa Sims**

People & Culture Manager

T: +64 4 499 3337

E: [tessa.sims@wottonkearney.com](mailto:tessa.sims@wottonkearney.com)



## New Zealand

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### Christchurch

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### Wellington

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## Australia

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## Asia

### Singapore

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