



**Learn
from and
grow with
the best**

Grad Playbook 2025



Wotton Kearney is Asia Pacific's insurance and risk legal business

With a unique team, WK partners with forward thinking insurers and corporates to solve their greatest challenges.

More than just a law firm, we're a community of big thinkers, trail blazers and impactful humans that's committed to making a difference.

Together, with our clients, our people and our communities, we're creating a legacy that redefines the world of insurance and risk. Together, we are greater.

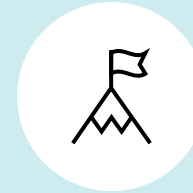
We know you have many choices about where to grow your career. Talk to us about why there's no better place to be your best than Wotton Kearney.

David Kearney
Chief Executive Partner



Our values

The foundation of our culture, our values shape how we connect, act, and grow. They also guide who we bring into our team and how we develop talent.



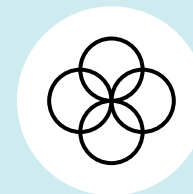
Focus on the main game

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



Be real

- We are authentic
- We are respectful, but call a spade a spade
- We are not concerned by background or bloodline
- The behaviour you walk past is the behaviour you accept
- We value diversity
- We have fun where we can and celebrate success



Have each other's back

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

From start-up to market leader in 20 years

Born from the vision of David Kearney and Phillip Wotton in 2002, our story began modestly in Sydney with two partners, four lawyers and boundless ambition.

Today, that pioneering spirit has propelled us to new heights. We've grown into a dynamic force of over 700 professionals, including 85 partners, spanning 10 offices across Australia, New Zealand, and Singapore.

Wotton Kearney is now the 'go-to' firm in the region for the majority of local, global and London market insurers, as well as brokers and corporates, particularly with the more complex issues facing the market. We are now highly regarded in the areas of complex property, energy and infrastructure claims, general liability (including product liability, property damage and public liability), and financial lines (including D&O, regulatory investigations and professional liability claims).

WK also has specialist teams in the areas of cyber, privacy and technology, government, healthcare, marine and transport, media and defamation, workplace and safety, as well as a dedicated commercial litigation and class actions offering.

Our vision

Our vision is clear and ambitious: to emerge as Asia Pacific's clear market leader in insurance and risk legal services.

This is just the beginning. Our ultimate goal is to be a world leading insurance and risk legal business.

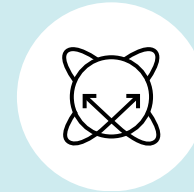
Asia Pacific's clear market leader in insurance and risk legal services.



About us

Wotton Kearney 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.

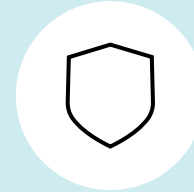
We are the 'go to' firm in our region for the majority of local, global and London market insurers, as well as local brokers and corporate insureds, particularly with the more complex issues facing the market.



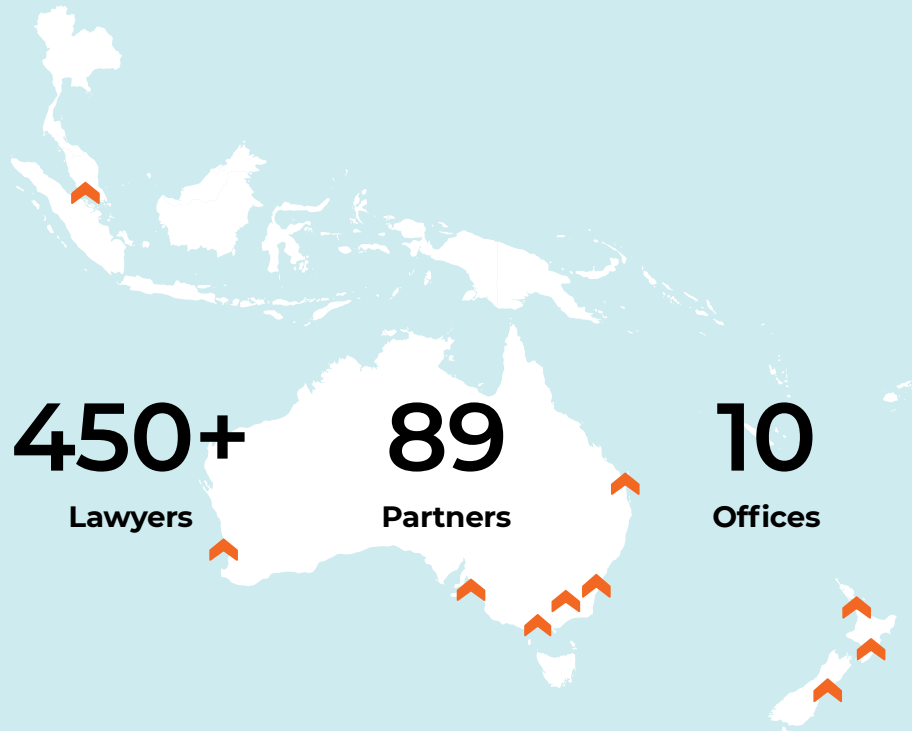
International reach across **18 countries**



13 Years
Ranked #1
(Chambers)



Represent **120**
of the **World's**
Leading Insurers



Tier One



3 Countries

“Wotton Kearney are always fantastic to work with. They have a real focus on getting the right outcomes and providing excellent service. They are particularly good at communicating and articulating complex and sophisticated matters.”

Client Feedback: **Chambers Asia Pacific**

Your pathway to a top-tier legal career

We love litigation. Do you think you might too?

At last count, we had 450+ lawyers helping insurers resolve disputes spanning massive business-threatening cyber hacks, Royal Commissions and professional negligence liability claims to the almost daily work involved in resolving disputes arising from product liability, class actions and natural disasters.

No sector provides more civil litigation than insurance, and we are the leading firm within this multitrillion dollar industry. We resolve disputes arising from insurance products that protect built, environmental, digital and human assets. These disputes raise every legal issue imaginable. Sometimes, the issues are so hard they make our heads hurt. That's okay – putting our heads together to find solutions to big issues is what makes our hearts race.

What's it like working with litigators?

The best litigators have big brains, people skills, a love of learning, huge respect for others, work hard and are passionate about winning. That's all true. In our firm, we also enjoy what makes us all different. Everyone's diverse backgrounds, life experiences and perspectives help us find better solutions to challenging legal problems.

We're obsessive about achieving the best results for our clients and just as obsessive about bringing out the best in our people. Flexibility is a big part of achieving that because it gives us all the individual freedom to manage the juggling act of life, career, study, family, health, friendships and community. Winning!

Our clients are super smart. They live and breathe the insurance industry and many of them are experienced lawyers, certified claims professionals and technical experts. We need to be at the top of our game because our clients are too.

How does Pathways work?

It's called *Pathways* because it's a pathway to a career at WK. We don't do clerkships. *Pathways* takes some of the hot-house elements of internal competition out of the clerkship model because it happens while you're working as a part-time paralegal during your final year of law. We think this is a better way for you to experience the cut and thrust of how things happen in real-time and over a long-ish time, not in a compressed clerkship bubble.

Through *Pathways*, we'll get to know you and do our best to match your interests, undergraduate degree, other work experiences and preferences into the teams you work with. You'll be doing real work for real clients alongside senior WK lawyers and partners who are among the best in the business. You'll also have a buddy to be there to help you as much or as little as you want.

What we're looking for?

You've got to want to be a litigator. No point considering us if that's not in your life plan. We aim to be the best and to help every lawyer become their best. That means you need to want that too, otherwise we're not going to get along.

The pathway to becoming the best takes endless curiosity, a commitment to being a lifelong learner, and to being the type of person clients, colleagues and peers know they can trust. Legal expertise matters a lot but so too does the ability to form and maintain positive relationships – not just with your colleagues and clients, but also with your peers, opponents and the broader community.

What to expect from WK

When you join us, you're joining a community that's much bigger than WK; it's a relationship ecosystem of our people, clients, industry groups, professional bodies and the community. It's all inter-connected, inter-related and of equal importance.

If we offer you a start at WK, we think you're an exceptional talent. Our "contract" with you is to help you fulfil your potential. We are invested in your success. We want you to learn from the best and become the best.

The way we help make that happen is by:

- Matching the range, variety and complexity of work to your evolving skillset and interests.
- Enabling client interaction from the outset.
- Setting clear expectations and support to help you meet them.
- Constantly giving feedback, encouragement and practical, timely and actionable feedback.
- Educating you on everything from insurance law to skills training to mental health and wellness.
- Giving you a "buddy" to help guide you through your first months and beyond.
- Providing flexibility about the how, what, when and where of working.
- Placing a big emphasis on people being comfortable being themselves at work.
- Encouraging you to get involved on community and pro bono initiatives that address tough issues such as inequality (in its many forms), climate change and human rights.

Together, we'll help you build the foundations needed to become a great litigator, a lawyer our clients want on their side and the type of workmate everyone enjoys working with (and chilling with too).

Ready to join us?

If WK sounds like your kind of law firm, then we would love to hear from you. We don't operate a clerkship program, but instead we offer university students a chance to join us as a paralegal through our Pathways Program, which feeds into our graduate program.

How to apply

We want to hire the right people and therefore are constantly looking out for exceptional grads throughout the year. We encourage applicants to apply at any time by sending their CV, cover letter and academic transcript to: pathways@wottonkearney.com



Find out more

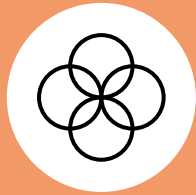
www.wottonkearney.com/join-us/pathways



“People are incredibly supportive, willing to spend time with you, helping you get up to speed. It’s surprisingly uncompetitive, there’s no rivalry as such. You can just be yourself. It genuinely feels like we’re all here to achieve the best – it’s not about winning the legal argument but getting the best result you can.”

Our beliefs

The fundamental principles and convictions that guide our actions, shape our decisions, and define what we stand for.



Team

We believe in unity and in having each other's backs. We know together we can achieve anything, with and for our peers, our clients and our community.

We believe in the power of trust, and what we can achieve when we are honest and vulnerable, and when we trust each other, our clients and our structure.



Have a crack

We believe in having a crack – it's in our entrepreneurial DNA. We believe in aspiration, in shooting for the stars, in never being satisfied and always backing ourselves to create value.



No bullshit

We never bullshit. We believe in authenticity without ego, in straight talking and bringing your true self to work every day. We believe in being interesting and interested - in valuing people for all that they bring.



Give

We believe in being human, in giving back, paying it forward and being there to help those in need.



Legacy

We believe in leaving a legacy, leaving the business stronger and those around us enriched through our actions. We believe in growing something special together; it's the Wotton Kearney way.



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Q&A Ruby Baker

Tell us about your journey to joining WK as a graduate

After graduating from high school, I took a gap year in 2020 to travel before starting my law degree the following year. As we all know, the pandemic hit in March, so I decided to take the opportunity to get my foot in the door by working at a boutique law firm as a receptionist and law clerk. I stayed there for around two years before moving on to a new role as a paralegal at another firm in the city, specialising in insolvency litigation. After a year and a half, I applied for the Pathways program at WK and am now happily settled in as a graduate!

What appeals to you most about insurance law and litigation?

I enjoy the complexity and diversity of the matters it covers. Insurance law is unique in that it covers nearly every aspect of society, from cybercrimes, to infrastructure, class actions, and professional negligence. What I value about WK, is how they support their staff in discovering the area that best aligns with their interests and strengths.

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

Don't knock it until you try it! An area of law that may not appeal to you whilst studying, may be the one you end up enjoying the most.

What do you enjoy most about working at WK?

It has to be the people. At WK, we are lucky to be surrounded by supportive people from the very beginning. I've been impressed by the way senior lawyers take the time to guide and mentor juniors on a personal, and professional level. The social events are great too! Whether it's socialising with your team, other pathways graduates, or anyone else you meet along the way, we always have a great time!

What do you get up to outside of being a busy student – and now graduate lawyer?

I love all things eating (and drinking). I've also gotten into pottery recently.



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Q&A Rory Kuskie

Tell us about your journey to joining WK as a graduate

My first job at a law firm was as a paralegal at a smaller law firm which had its roots in Toowoomba which is where I am from. I worked in the commercial litigation team at that firm for two years where I had the opportunity to work on a number of interesting pieces of litigation across a number of different jurisdictions. This was valuable experience which I took to my interview for the pathways program which helped me land a spot in the program at WK. After being at WK for a year as a paralegal, I graduated from university and commenced as a graduate in the Property Energy & Infrastructure Team.

What appeals to you most about insurance law and litigation?

I knew from my first job at a law firm that litigation was what I wanted to do with my law degree. Working in insurance is what I naturally gravitated to because every insurance matter can be broken down to one party having a dispute with another. It is this consistent exposure to dispute resolution and being able to work across a variety of different industries, whether it be construction, mining or energy infrastructure that is most appealing and exciting about working in the insurance space.

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

Just keep focusing on the light at the end of the tunnel. Studying at university felt like the longest period of my life but as soon as you finish you tend to feel like your time studying has flown by. Graduating is an exciting process and it leads to even more exciting opportunities like flying down to Sydney as part of the graduate program induction. So my advice would be to just focus on those exciting times which lie just ahead.

What do you enjoy most about working at WK?

I think WK allows you to work on a number of extremely complex and interesting matters, some of which are quite high profile, which I find very rewarding. Outside of the job satisfaction I feel from working at WK, I also really enjoy the relaxed and friendly nature of the people who work at the firm. Coming from a small firm background, I had my reservations as to some of the egos which might exist in a large firm like WK, but I was pleasantly surprised to find that everyone is extremely down to earth and loves a good time.

What do you get up to outside of being a busy student – and now graduate lawyer?

I am a big sports fan and enjoy watching the Brisbane Broncos and Queensland Reds play. I also try my hand at tennis and golf but am pretty rubbish at both of them. I have recently been enjoying trying out different steak restaurants across Brisbane to try and find which restaurant does Brisbane's best steak.



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Canberra, ACT 2601
61 2 5114 2300

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Melbourne, VIC 3000
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61 8 9222 6900

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61 2 8273 9900

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