The background features a vibrant, multi-colored gradient of purple, pink, and orange. Scattered throughout are numerous oil droplets of various sizes, each reflecting light in a rainbow spectrum. A white, irregularly shaped frame with a wavy bottom edge encloses the main text.

# Build a different kind of legal career.

---

Where law *unlocks* potential

## Opportunity, *unlocked.*

We're a world of opportunity, and the key to a global career. Here, you'll have the freedom to seize opportunities and discover your own path. Come and make an extraordinary impact beyond the borders of traditional law.

Laura Scampion  
Country Managing Partner



**“In my view, there’s never been a more exciting time to join us here at DLA Piper in New Zealand.”**

We're a global business that's redefining the expectations of a law firm. We operate across more than 40 countries, but we're still locally connected. That's because trusting, collaborative relationships with our clients and each other are at the heart of our success. We're creating exceptional experiences, outcomes and growth for our clients and people.

We make this happen with a culture where you bring your passion and individuality to work every day. No two careers – or two people – are the same here. We want you to reach your full potential as part of a diverse, global team that thrives on collaboration, seizing opportunities and commercial edge.

We work with a diverse range of clients across the world and the matters we advise on are often complex and challenging – transcending not just practice areas, but borders, languages and legal systems.

Our global workplace has significant benefits.

On a day-to-day level, it means you can call a colleague on the other side of the world and be able to count on their support, advice and service delivery. It also means you'll build strong relationships with talented lawyers from every corner of the globe.

And perhaps most excitingly, it means you can take on global cross border projects and gain international experience and training.

We're making an extraordinary impact, beyond the borders of traditional law. Looking forward, without forgetting how far we've come.

All this is just a glimpse of what we have to offer.

A handwritten signature in black ink, appearing to read 'Laura Scampion'.

Laura Scampion  
Country Managing Partner



“Our global commitment to pro bono is unmatched, and deeply ingrained in our culture.”

DLA Piper has a robust pro bono practice, actively encouraging all lawyers to engage in pro bono work. This approach aligns with our vision to be “truly local, truly global,” ensuring that our pro bono efforts are tailored to the local contexts and cultures in which we operate.

I was fortunate to be given the opportunity to assist the UNHCR with their flagship digital project, the Rights Mapping and Analysis Platform (RIMAP), which maps and analyses state refugee laws and policies across more than 90 countries. I collaborated with my colleagues to develop the matrix for New Zealand, analysing the country’s laws and policies relevant to refugees.

The highlight of my experience at DLA Piper has been the authentic friendships I’ve built with my colleagues. The supportive and close-knit culture among the juniors makes it easy to form lasting personal connections and professional networks that go beyond our roles at the firm. In fact, I was so grateful for these relationships that I invited my DLA Piper colleagues to my wedding this year!

[Visit our Early Careers website](#)

You define  
the impact  
you make.

Opportunity, *unlocked*



**Huma Shehzad**

Solicitor, Litigation & Regulatory  
Auckland

## Change is here, *and it's radical.*

We may operate across more than 40 countries, but we're still locally connected. We take on complex challenges and create exceptional results with high-profile clients around the world.

4,000+  
Lawyers  
worldwide



100+  
offices



40+  
countries



10 industry  
sectors we  
operate in



### Beaton Client Choice Awards

We won two prestigious Beaton Client Choice Awards in 2024, recognising our outstanding client service.



### DiversityWorks Impact Award Finalist

Our work to foster an inclusive workplace was recognised by DiversityWorks in 2024.



### Excellence at the NZ Law Awards 2024

We were honoured as an Excellence Awardee in seven categories, including Large Law Firm of the Year and Employer of Choice (100+ Lawyers).



## We are committed to excellence in how we represent our clients, develop our people, and serve our communities.



### Be Supportive

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



### Be Collaborative

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



### Be Bold

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



### Be Exceptional

We are strategic and driven, exceeding standards and expectations.



## Innovating careers *worldwide.*

### International Career Academies

We realise potential together. Our International Career Academies are where you'll come together with other managers, lawyers and leaders at crucial stages of your career. They're spaces to learn from each other, grow your personal networks and build your professional and leadership skills.

We're always striving to increase the impact of our work beyond the borders of law and the focus here is to develop your commercial, business development and managerial skills.

### Realising your potential

When you grow, we grow. Wherever you join us, you'll have the training, support and opportunities to unlock your full potential. Every career is different so our tailored support will help you build one you're proud of. Our breadth and depth mean we offer a unique range of experiences to help you discover your own path.

Our constant pursuit of innovation is only possible with a continued commitment to learning and development. That's why you'll always have a learning plan and the necessary range of training opportunities to make it a reality.





A different  
kind of  
law firm.

Potential, *unlocked*



“There’s a strong sense of  
community and support  
that surrounds you.”

I started working at DLA Piper while I was completing my law degree, and the firm immediately stood out to me due to its global reach. I knew early on that I wanted my career to extend beyond New Zealand, and DLA Piper offered the perfect platform to work with lawyers and clients from around the world.

It’s clear that DLA Piper is known for its global reach, but what really sets the firm apart is its ability to balance global and national work. This means that, in one day, we will be advising large New Zealand companies in the morning and collaborating with colleagues in Hong Kong by the afternoon. This dynamic environment allows me to work on a diverse range of projects while being part of a global network, providing both local expertise and international insight.

One of the opportunities I’m particularly excited about is the chance to take part in international secondments. Each year, a few team members are seconded to other DLA Piper offices – Paris, Sydney, Singapore, London, and Hong Kong. It’s not only a fantastic way to gain exposure to different offices, but also a chance to build relationships with colleagues across the firm’s global network.

**Kyle Grimsley**  
Law Clerk, Corporate  
Auckland

[Visit our Early Careers website](#)

## Global reach and *local focus.*

### Corporate



From mergers and acquisitions to private equity and public offerings, our corporate lawyers help clients through every stage of the deal.

### Employment



Our employment team advise organisations on one of their key assets – their people. We partner with clients to manage risk and support in navigating complex employment issues.

### Environment, Planning & Natural Resources



Our EPNR team provides exceptional advice on resource management and local government issues to councils, central government and private clients from a wide range of sectors, including iwi.

### Finance



We support leading financial services players to anticipate market changes, business trends, and new technologies on a global basis. We help clients and their investors evolve, wherever they do business.

### Intellectual Property & Technology



As a fast-moving and constantly developing area, our international reach gives us a distinct advantage on advising on emerging technologies. We represent multinationals and start-ups alike with a strong focus on privacy, data and cybersecurity.

### Litigation & Regulatory



As one of the largest practices in the world, our regulatory, compliance and disputes lawyers provide unrivalled multi-jurisdictional coverage and experience for our clients.

### Real Estate



We partner with a wide range of clients, advising them on every aspect of their real estate investments – from planning and financing, to development, and disposals.

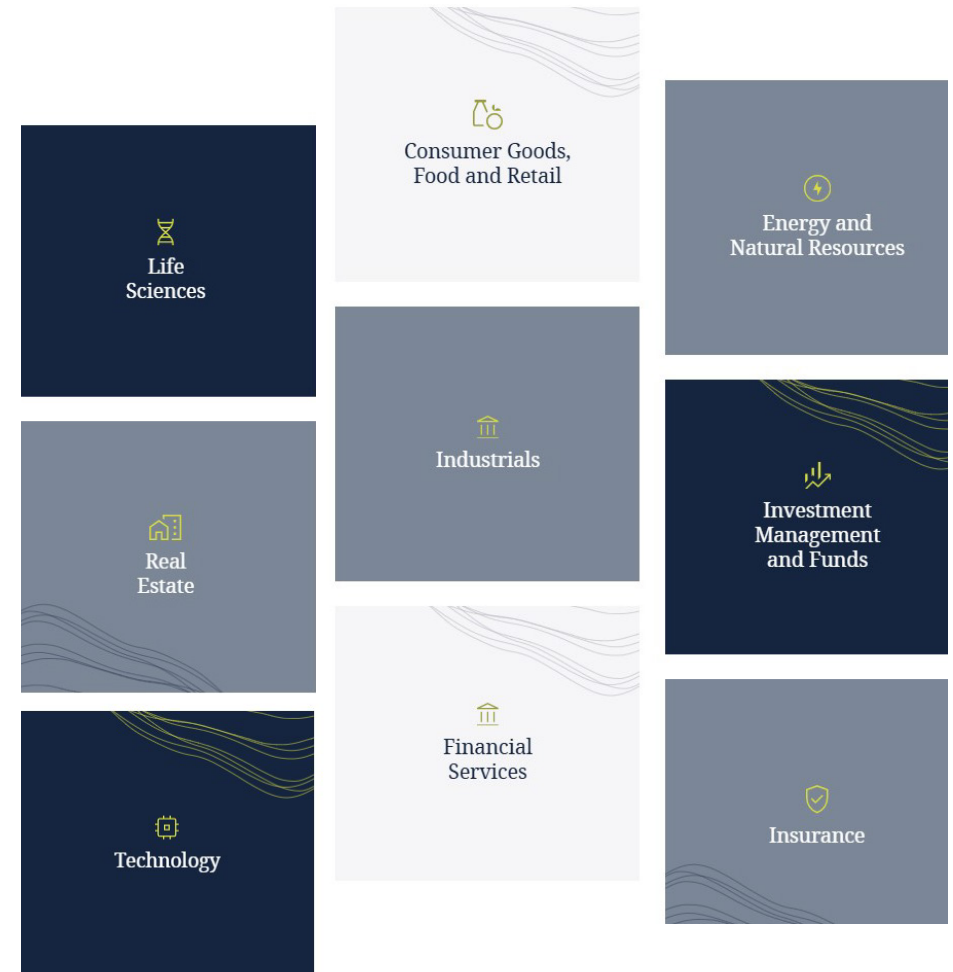
### Tax



Our tax team work closely with both local and international clients on a wide range of tax issues, from tax structuring as part of large transactions and fund formation, to cross-border taxation, and the tax elements of employee share option plans.

## *Transforming* the way legal services are delivered.

We value the importance of providing sector expertise to our international clients. Our sector approach promotes cross-practice and cross-jurisdiction working. It makes us different.





**“International sector group sessions keep us on the cutting-edge of legal issues, whether it’s cyber-insurance, judicial review in the UK, or greenwashing litigation across the globe.”**

The work we do is truly global. On any one day I might be working for clients in London, Sydney, Singapore or Milan, and I have had the chance to build connections with lawyers at my level across the firm. We are able to create a seamless international team at a moment’s notice and draw on a vast pool of experience. This sometimes means scary, but rewarding, moments where a much more senior lawyer in another jurisdiction wants to hear your view on New Zealand law.

Our open plan offices and collaborative working style also help as a junior lawyer. There are so many soft skills which you can pick up by hearing how a partner handles a phone call or having a conversation while you’re making your morning coffee.

Both of DLA Piper’s offices in New Zealand are a great size – big enough to get a broad range of interesting work, and small enough that you know everyone by name and feel comfortable asking for help.

[Visit our Early Careers website](#)

**Think  
across  
borders.**

*Ingenuity, unlocked*



**Michael Fitzpatrick-Cockram**  
Solicitor, Litigation & Regulatory  
Wellington



Global  
work you  
can be  
proud of.

Impact, *unlocked*

## Life at DLA Piper

Our culture empowers everyone to be themselves and reach their full potential. With the resources to seize opportunities, and discover your path.

## A responsible business

The world needs responsible businesses. We're proud of the impact we make beyond the borders of law. That starts with being a responsible business. Here, you'll use your skills to address some of the world's most pressing challenges and give something back.

## Innovation

Law & combines law and innovation to create value, delivering efficient legal services and unlocks transformative change. Join our creative, growing team to help leaders harness innovation and efficiency to achieve their goals together.

“The opportunity to collaborate with DLA Piper colleagues overseas is invaluable but, it’s the people here in New Zealand that make my daily work-life so great. We have such a welcoming, supportive and accepting environment. It’s perfect for young lawyers who are just starting out.”

**Ruby Medicott**  
Solicitor, Finance  
Auckland





# Starting your career with us.

*Opportunity, unlocked*

Visit our [Early Careers website](https://www.dlapiper.com/nzgrads)

Discover more information about our graduate opportunities on our website.

## Law clerkship

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

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

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

## Summer clerkship

**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.

## Discovery Day

**Who:** Our discovery days are open to students in their antepenultimate year of study. This equates to the third year of study for students completing a five year degree.

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

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



# Where law *unlocks* potential.

## What to expect

### Structured learning and mentoring:

Develop your legal and commercial expertise through regular training sessions and one-on-one guidance from senior lawyers and partners.

### Global collaboration:

Work alongside colleagues in more than 40 countries, gaining insight into international legal systems and opportunities for cross-border matters.

### Pro bono and community initiatives:

Contribute to meaningful projects that reflect our commitment to social responsibility and access to justice.

## What we look for

We're looking for people from a diverse range of backgrounds who have the potential to thrive at our firm. You will:

- have an interest in corporate and commercial law and business;
- have a forward-thinking and entrepreneurial mindset and be excited about doing things differently in the legal industry;
- be self-motivated, with a strong desire to achieve your personal and professional goals;
- thrive in collaborative environments, naturally building relationships with others;
- possess a growth mindset, seeing setbacks as opportunities for learning and development; and
- adapt easily to ever-changing environments.

“We’ll be looking for applicants who are naturally inquisitive, have plenty of drive, and can show a genuine commitment to their chosen career path.”

## Who we're looking for

We're seeking driven, curious, and collaborative graduates who are eager to make a difference.

You'll need strong academics, a commercial mindset, and a passion for client service.



**Nick Valentine**  
Partner, IP & Technology,  
Auckland

“Get stuck in! Take advantage of firm events and interviews to learn about the firm, our culture, and practice areas, and assess how you would fit in. There are so many opportunities.”

**Vivian Mitchell**  
Solicitor, IP & Technology  
Auckland

## THE RECRUITMENT PROCESS

### Application

- **Cover letter:** Tell us why you'd like to work at DLA Piper.
- **CV:** Highlight your work experience, community involvement, and interests outside of study.
- **Academic transcript**

### Video interview

As part of the application process, you will be asked to complete a video interview designed to assess your motivations and alignment to the role. There are three questions giving you the chance to demonstrate the skills and qualities needed to succeed at DLA Piper.

### Assessment Day

The final stage is our Assessment Day on Wednesday 14 May 2025. This will include an interview to discuss your motivations, experiences, and aspirations. Team and individual exercises will allow you to demonstrate your strengths, problem-solving skills, and collaborative approach.

Visit our Early Careers website

On our Early Careers website you'll find more detail on our opportunities, information on the recruitment process, answers to FAQs, and more insights into what a career is like at DLA Piper.

### DATES FOR YOUR DIARY

**Applications open**  
9am, Tuesday 4 March

**Applications close**  
Midday, Monday 24 March

**Assessment Day**  
Wednesday 14 May

**Offers made**  
Midday, Monday 19 May

**Acceptances due**  
Midday, Friday 30 May





# For more information

To learn more about DLA Piper, visit:

[dlapiper.com/nzgrads](https://dlapiper.com/nzgrads)

or contact our team via email:

[nzcareers@dlapiper.com](mailto:nzcareers@dlapiper.com)

DLA Piper is a global law firm operating through various separate and distinct legal entities. Further details of these entities can be found at [dlapiper.com](https://dlapiper.com). DLA Piper will accept no responsibility for any actions taken or not taken on the basis of this publication. This may qualify as "Lawyer Advertising" requiring notice in some jurisdictions. Prior results do not guarantee a similar outcome. Copyright © 2025 DLA Piper. All rights reserved.