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Legal and Regulatory Advisors

Careers Guide - 2023

About Webb Henderson

- Webb Henderson is a Trans-Tasman specialist law firm with offices in Auckland and Sydney.
- The New Zealand office specialises in strategic legal advice for corporate and finance transactions, with significant experience in M&A, capital markets, banking and finance, infrastructure matters, along with expertise in competition and consumer law, and TMT.
- The eight partner, 19 lawyer local team has been recognised as Boutique Law Firm of the Year for 2021, finalists in 2022 and previously from 2014 - 2018 at the New Zealand Law Awards.
- Webb Henderson is a genuinely close team, where successes are celebrated, challenges are supported, learning, feedback and growth is constant, people are well rewarded and every individual makes a meaningful difference to the direction of the firm.

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Clients and work

- The firm is proud to work with pre-eminent clients. If you join Webb Henderson, the egalitarian and collaborative team ethos means you will work closely with all partners and staff on:
 - Major corporate transactions, such as acting for privately owned family businesses, private equity firms and corporates on their most significant transactions (across the full range of transaction sizes – from \$15m to more than \$1bn);
 - Advising on a range of significant capital markets transactions, including IPOs and takeovers;
 - Drafting and negotiating unique and sophisticated commercial contracts and agreements;
 - Providing specialist advice on significant and complex corporate and governance issues;
 - Drafting and negotiating documents involved in significant infrastructure projects;
 - Advising on interesting and important competition law issues, including engagement with the Commerce Commission;
 - Market-leading international and domestic TMT projects, for some of the sector's most well-known firms.

Team culture

- In New Zealand, eight partners lead an experienced corporate, commercial and finance team, together with a specialist partners advising on competition, consumer and TMT law.
- The partners have attracted, and importantly retained, an outstanding team of lawyers at all levels. Lawyers have joined directly from law school, from other leading New Zealand firms or returned from major overseas firms to work at Webb Henderson.
- While people have diverse backgrounds and life experiences, they are strongly connected by shared values and aspirations, their drive and work ethic, their regard for one another and desire to genuinely enjoy working together.
- The glue that binds Webb Henderson's outstanding team, clients, and work is its distinctive values based culture. The partners are actively committed to creating a highly inclusive, increasingly diverse, engaged and rewarding work environment. This includes encouraging the team to live and work sustainably and well, by integrating their careers with the other things that are important to them - hobbies, health and wellbeing, family, learning/study, volunteering and other professional interests.

Team culture in action

- Working flexibly (including pre-Covid) and taking time out after busy periods;
- Active, regular personal mentoring from partners and more experienced lawyers;
- Access to an external professional coach for team and individual sessions focusing on personal growth and soft skill development, along with access to external conferences;
- Quarterly career discussions and day-to-day development feedback;
- Provision of various types of support people may require to respond to life's challenges from time to time;
- Social events to bring the team together to celebrate professional and personal successes;
- Team sessions to revisit the firm's values, exchange feedback and continually shape the team culture;
- Firm wide training and development sessions and off-site retreats at which everyone from both offices comes together to learn and contribute to the firm's strategy and goals;
- Regular insights to the "business of a law firm" with quarterly updates on the operational and financial performance of the firm so the team understands and is invested in the business and what makes individuals and the team successful; and
- Generous remuneration including contractual (rather than discretionary) bonuses, based on team and individual performance.

Environmental, social and governance

Webb Henderson recognises the responsibility and opportunity it has as an organisation, and is increasingly focused on mitigating its impact on the environment, contributing to the positive evolution of the legal profession and proactively supporting a variety of socially responsible initiatives. Examples include:

- Becoming a Toitū Carbon Zero Certified Organisation;
- Being signatories to the NZLS Gender Equitable Engagement and Instruction Policy and extending the policy to apply to the engagement of all lawyers (as opposed to barristers only) which the firm regularly does as a specialist, rather than full service firm;
- An Accredited Living Wage Employer;
- The firm's lawyers supporting a mentoring programme for University of Auckland law students with limited exposure to the legal industry;
- Providing a pathway for professional opportunities and mentoring for Māori and Pacific law students by participating in the TupuToa internship programme;
- Volunteering for Eat My Lunch, Ronald McDonald House, and for Variety - the Children's Charity projects;
- Supporting a number of charitable appeals and events each year; and
- Undertaking a range of pro-bono legal engagements, where the firm's experience and expertise can make a real difference.

Opportunities for Summer Clerks in Auckland

- If you are in your penultimate year, and you would like your career to be in corporate and finance or competition law, we encourage you to apply for one of our summer clerk positions available from mid November 2023 to mid February 2024.
- As you would expect, joining a high calibre team, your IQ, EQ, drive, work ethic and interest in corporate law and business will be strong. Your values will also be aligned with those of the firm - your authenticity, integrity, commitment to excellence and innovation and generosity toward others will ensure you thrive.



To Discuss or Apply:

If you would like to discuss summer clerking, please telephone Victoria Fletcher on 021 300 982.

Alternatively, if you are ready to apply, please email your cover letter, CV and academic transcript to summer@webbhenderson.com.

Applications close on 27 March 2023.