

Careers

You want to work at a firm that works for you. The people that you work with are an important part of that, as are reputation and ethics, learning opportunities, and access to technology and information. If you work with us, you will find encouragement and support throughout your career. Our values and culture foster confident, well-rounded, talented people who work collaboratively with their colleagues and clients and commit to excellence in everything they do.

You will find working at Dentons Kensington Swan a rewarding and unique experience. As well as working with great people in a collaborative environment, we focus on acknowledging the contribution you make, and ensure you are provided with benefits that support both your work and personal life.

Remuneration and Benefits

The opportunity at all levels to work with a great team, doing challenging work for high-profile clients is a reward in itself. The range of benefits you'll find at Kensington Swan goes well beyond this including:

- Free legal advice (annual cap)
- Study fees and paid leave for approved courses and post-graduate study
- Discounted premiums on medical insurance
- Discounted mortgage rates
- Discounted banking and credit card rates
- Free car-parking after hours and during the weekend in Auckland

We also offer a number of lifestyle benefits including:

- Flexible working arrangements
- An extra paid holiday for Dentons Kensington Swan Day
- Dedicated wellness programme, including EAP Services, health insurance scheme, and several wellness-oriented initiative
- Graduation leave to celebrate academic achievement
- Referral payments for introducing talented candidate
- Regular social events, including Friday night drinks, sporting and charity events, annual balls, family Christmas parties, and an end of year function
- Meditation

- Yoga classes
- Fresh fruit
- Casual Friday

Diversity and Inclusion

For us, diversity is about inclusion, respect, and showing a commitment to all our people. We celebrate and value that everyone is different, and we are proud of this.

We have a history of strong female participation and 39% of our partners are women (as at January 2020). This has enabled us to broaden our understanding of what high-performing employees look like, reflecting positively for our people, and our clients, who benefit enormously from a broader skill-set.

We are committed to creating a culture that is supportive, inclusive, and celebrates diversity.

- Unconscious bias training
- Flexible working arrangements
- Internal and external presentations by a range of speakers on gender and diversity topics
- Tuia Te Muka Tangata, our te reo and tikanga Maori strategy, promotes and encourages a diverse and multi-talented workplace. In recognition of our work towards the strategy, the Firm was a finalist in the Te Wiki o te Reo Māori category of Ngā Tohu Reo Māori 2017
- A range of activities and events to celebrate Te Wiki o te Reo Māori and Asian Culture Awareness month
- To encourage and facilitate the use of te reo Māori, lessons are offered to all employees.
- Diversity survey, which aims to address areas that we are doing well in, and areas that have room for improvement
- Signatories to the NZLS Gender Equality Charter and adopters of the Gender Equitable Engagement and Instruction policy.

We are committed to gender diversity and this is reflected in our promotion statistics:

- 80% of our associate promotions in 2019 were women
- 100% of our senior associate promotions in 2019 were women
- 67% of our promotions to special counsel in 2019 were women
- 67% of our partner promotions/ appointments in 2019 were women

Gender neutral working parents' policy including:

- 18 weeks paid parental leave for the primary care-give
- Flexibility in the timing of parental leave payments

- Three weeks of time-off for the secondary care-giver with flexibility over two years on the timing of this leave
- Flexible return to work hours and flexible transition to parental leave
- Mentoring
- Annual leave accrued at full-value