



THE LAWYERS

# Launch your legal career — GQ Graduate Programme



# GQ Graduate Programme

When thinking about what is at the heart of GQ, as in life, there isn't just one thing that stands out. Instead, it is a combination of values that drive the way we work and think, and it is those values that make GQ such a special place to work.

From the recruitment process through to celebrating your first year as a lawyer, we want you to feel supported, encouraged and valued.

We have a comprehensive induction programme that helps you feel settled into life at GQ, equips you with the resources and information you need to develop your legal skills, and offers feedback and guidance to support and encourage your progress.



## Embody excellence

We uphold the highest standards in everything we do, ensuring the advice, service and experience we provide consistently reflects excellence. We are committed to delivering the best possible outcome for every situation.

## Trusted, authentic relationships

We prioritise authentic connections built on trust and collaboration. Through honesty, reliability, and transparency, we inspire confidence and empower others to seize opportunities, engage meaningfully, and navigate with clarity.

## Serve with purpose

We are invested in and dedicated to the communities we serve because we believe that strong communities create a better future for everyone.

## Champion innovation

We are committed to continuous improvement and innovation in the practice of law. We are progressive and future focussed. We approach every challenge with a can-do attitude.

## Live and work well

We enable our team to thrive both professionally and personally, fostering a safe, inclusive and supportive culture where growth is nurtured, fun is encouraged and success is celebrated.

OUR VALUES



# Key Milestones

Our Graduate Programme is carefully broken down into key milestones to guide your progress.

0-3  
months

## Orientation

In the first 3 months, we focus on orientation, ensuring you have an understanding of the firm's purpose, values and culture. You will become familiar with protocols and procedures and how they play into your overall performance. You will also receive a Core Competencies document designed to help you obtain a basic understanding of the general areas of the law you will be practising in. You will develop your research skills, begin drafting documents and shadow senior lawyers in client meetings.

3-6  
months

## Laying the foundations

As you hit the 6-month mark, we lay the foundations for building your legal practice. We will work with you to develop your legal writing skills by focusing on crafting clear legal arguments and learning to write persuasive legal opinions. Working alongside your buddy, you will develop a deeper understanding of legal issues and precedents, and you will be given a more active role in client meetings. We will encourage you to begin building your network by attending legal events and developing relationships with clients and other professionals.

6-12  
months

## Building your legal practice

And by the end of the first year, you will be able to independently prepare legal opinions and correspondence, manage simple matters from start to finish with supervision and contribute to the development of legal strategies for more complex matters.

## Access to experts

With an open-plan office environment, you get to collaborate with senior lawyers and partners on a daily basis.

Our commitment to supporting you includes regular check-ins with your team and supervising partner, so you can feel connected, heard and valued.

1st  
month

### Checking-in

Informal catch-up to find out how you are settling in to life at GQ after one month and to check that you have everything you need to do your role.

2nd  
month

### Progress and feedback

An opportunity at the end of two months to review your performance against the GQ Performer and to support your ongoing development through constructive feedback.

3rd  
month

### Quarterly performance check-in

With your Supervising Partner to discuss pipeline of work, capacity and delegation, client relationships, budget, practice hygiene and professional development.





# Life at GQ



With a team of over 60 professionals working across a broad range of practice areas, we're Taranaki's largest law firm. We work with industry leaders and great businesses and have an incredibly motivated, supportive, diverse and experienced team.



- 📍 New Plymouth
- 📍 Inglewood
- 📍 Stratford



## TARANAKI

like no other

GQ operates from quite possibly the best little corner of the world with stunning beaches, world-class surf breaks, art trails, festivals, humming eateries and of course, our mighty maunga — all on our office doorstep.

With three offices around the maunga, we have Taranaki (and beyond) covered.



# The experience is everything

We believe that superior service starts with an excellent team culture. So, here are some of the ways we prioritise making GQ the best place to practise law:

- We support our people to achieve a healthy work-life balance.
- We help our team continuously improve through training and exposure to high quality and varied work.
- We collaborate across departments and projects and leverage the skills and experience of each other.
- We are committed to fostering an environment that values tikanga Māori, te ao Māori and te Titriti o Waitangi and reflects the diversity of all the communities we serve.
- We are actively involved in the Taranaki community and encourage engagement with local events, sports, culture and governance.
- We have fun. A laugh and some healthy competition never goes amiss!



# Looking Ahead

Over the course of the next few years, we will work with you to develop your independence as a practitioner and build your professional profile, before delving into leadership and exploring specialisation.

We embrace excellence, value authentic relationships and encourage innovation. We have expectations around performance and, with your participation and efforts, will support you to succeed and excel. Your development as a lawyer and a professional is a priority and we encourage knowledge sharing and learning through collaborative work and mentoring. We work with you to seize opportunities to progress your career and nurture your passions.



## Next Steps

For more information or to apply, please contact our Recruitment Team.

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