

**Werksmans.**  
Activate your legal career with us.

► Keep us close

## INTRODUCTION FROM THE CHAIRMAN

Welcome to our brochure. Our calling card. Our articulation of what makes Werksmans such a unique place. In paging or clicking through this document you will get a strong sense of the human reality of our firm - of that buzz people talk about once they have walked through our doors.

Werksmans is full of compelling people with wide ranging interests that stretch well beyond the law. This is no accident. We seek them out. 'We will find you!' people often say at Werksmans. If you do great work, we will find you and give you more. In our business, diversity is not a marketing catch phrase, it is an essential part of our strategy. The rationale is simple: real people with real interests make exceptional lawyers.

Werksmans people are drawn from diverse backgrounds and South African contexts. As one of few major independent law firms in the country, we are always on the hunt for South Africans who think for themselves and who define their own path in life, because these people invariably share our core values and service ethos.

If you are looking for a firm that will give you hands-on experience and access to some of the most brilliant legal minds on the African continent, then Werksmans is right for you. Similarly, if you want to be part of the development and growth of South African society, this is the place. Werksmans is involved, one way or another, in the majority of South Africa's matters that matter. Our clients include the dominant South African corporations, along with the country's high net worth individuals and most successful entrepreneurs.

Werksmans is not just a job. It is a life. If we take you on as a Candidate Attorney (CA), it means we have seen something special in you, and that we will make every effort to retain you in our firm. We invest heavily in the development of individuals. The result is a creative and flexible firm able to provide its clients with unprecedented service, ground-breaking solutions and very effective deal structuring.

And that is enough from me. Brochures and words will only take us so far. Really, the only way to understand our culture is to live it. So, I hope we will see you soon, and that when we do, you bring your full self through the door.

David Hertz - Chairman



## WERKSMANS LOOKS FOR ATTORNEYS WITH A PASSION FOR LIFE, LEARNING, EXPERTISE AND INTELLECT

Although all very different, our people are bound by a common drive to be involved in the matters that define South Africa today, and that will shape the country of the future.

Established in the early 1900s, Werksmans Attorneys is a leading South African corporate and commercial law firm serving multinationals, listed companies, financial institutions, entrepreneurs and government.

Operating in Gauteng and the Western Cape, and a member of the LEX Africa Alliance and The Interlex Group. Our success is built on a solid foundation of insightful and innovative deal structuring and legal advice; a keen understanding of business and economic imperatives; and a strong focus on achieving the best outcome for clients.

With a formidable track record in mergers and acquisitions, banking and finance, commercial litigation and dispute resolution, Werksmans is distinguished by the people, clients and work that it attracts and retains. Our lawyers are a powerful team of independent-minded individuals who share a common service ethos.



2020 CANDIDATE ATTORNEYS

## WE FOCUS ON PEOPLE

Individualised attention and a one-to-one ratio with a Director means that each CA learns directly from experts and specialists. A focused CA intake also means that our prospective attorneys do not compete internally for work. Every CA receives solid technical training and exposure to, and involvement in, complex matters early in their careers.

## INNOVATION IS INHERENT

We are at the forefront of developments in the legal industry. Our success is built on a solid foundation of insightful and pragmatic legal advice. We understand business and economic imperatives and we focus on achieving the best legal outcomes for clients.

## COLLABORATION AND TEAMWORK

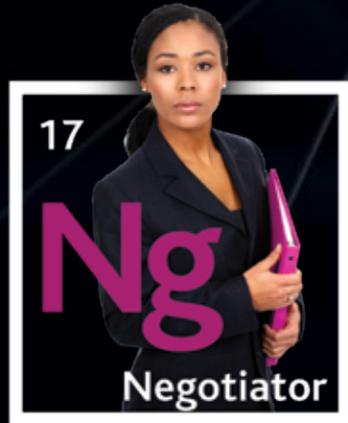
In unity we find strength. Our clients are firm clients not those of individuals. We have close relationships with firms in other countries and we work as one team with those who share our passion, values and ethos. We are versatile multi-specialists, equipped to handle a broad range of legal matters.

## WE ARE INVOLVED

We are committed to giving something back to our community, and work as hard at delivering legal services to our pro bono clients as we do for our paying clients.

## WE ARE FANATICAL ABOUT CLIENT SERVICE

Excellence in every sphere is our foundation. We share our client's passions to accomplish their objectives. We seek to succeed for our clients, and to exceed their expectations.



## CHAMBERS GLOBAL

In 2019 Werksmans was ranked by Chambers' Global, this is an independent international legal ratings directory, ranking both individual lawyers and select practices on a regional basis. Within the South African section, Werksmans obtained rankings across 16 practice areas; and over 30 of our directors were ranked individually as leading lawyers in their respective fields.

## IFLR 1000 (GUIDE TO THE WORLD'S LEADING FINANCIAL LAW FIRMS)

In 2018, Werksmans was ranked by IFLR1000, these rankings reflect Werksmans market standing within the financial and corporate practice areas. This is a sector-specific guide which covers the Sub-Saharan African legal market and bases its annual rankings on both client and peer feedback as well as on analysis of our transactional highlights. In addition, 17 of our directors were ranked as 'notable practitioners' as well as 'rising stars'.

## LEGAL 500

In 2019, Werksmans was ranked by The Legal 500, they are regarded as one of the world's largest and most reputable legal referral guides, The Legal 500 is an independent directory which assesses the strengths of law firms in over 100 jurisdictions. Firms and individuals are recommended purely on merit. A total of 36 of our lawyers were ranked 'leading lawyers' as well as 'recommended lawyers'.

## INTERNATIONAL WHO'S WHO LEGAL

Werksmans lawyers are recognised in the fields of Arbitration, Banking, Capital Markets, Commercial Litigation, Competition, Corporate Governance, Corporate Tax, Mergers & Acquisitions, Mining and Regulatory Communications.

## DEALMAKERS

DealMakers 2017 – Our accolades include:

Legal advisors for listed deals – M&A category: 4th place – deal flow

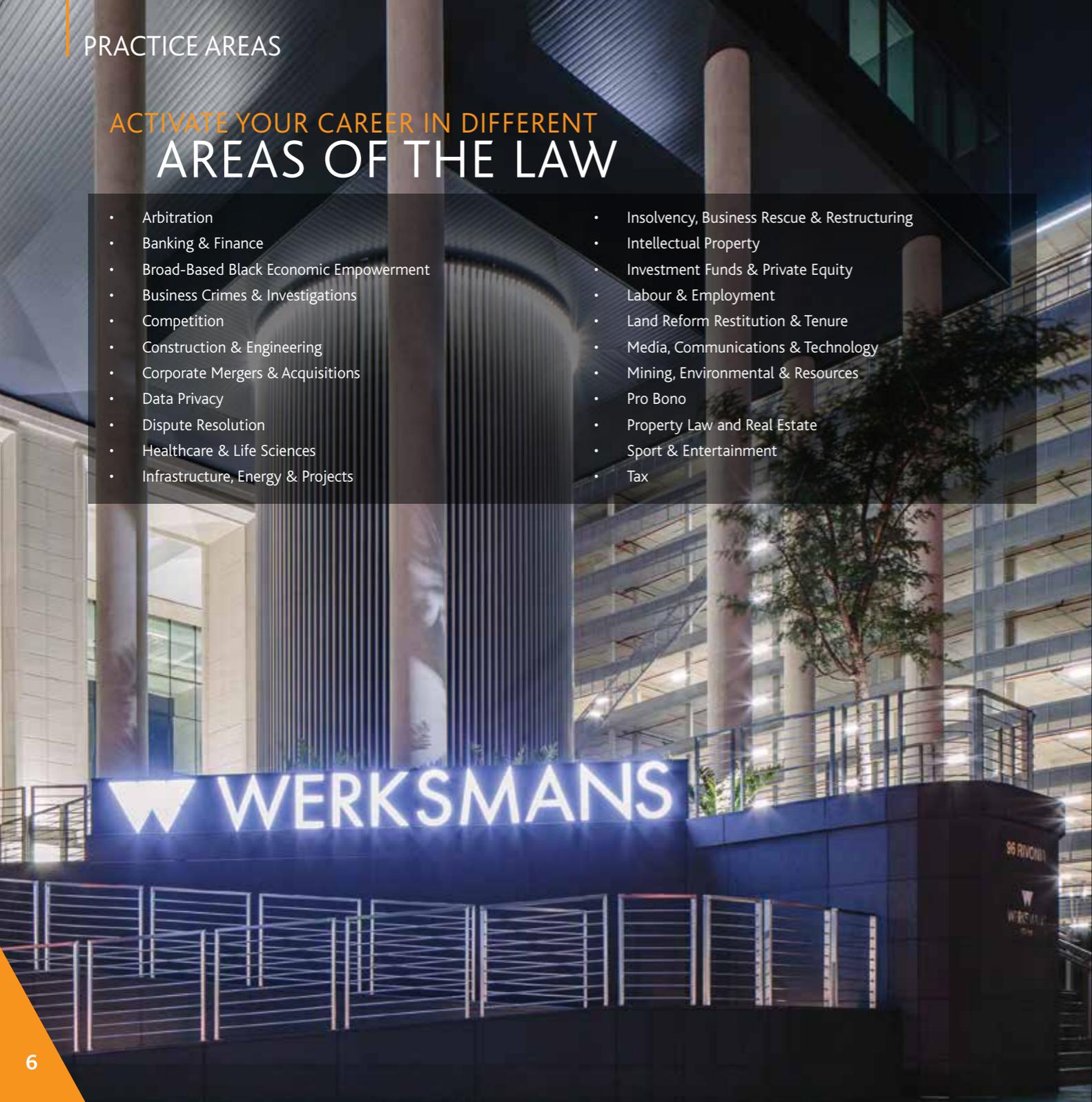
Legal advisors for listed companies – General Corporate Finance Category: 5th place – deal flow

In addition, Werksmans acted as legal, tax and competition law advisors to The Bidvest Group Limited in relation to Ethos' disposal of Plumblink which won the "Private Equity Deal of the Year" award.

Results accurate at time of print, for updated results, please visit: [www.werksmans.com](http://www.werksmans.com)

## ACTIVATE YOUR CAREER IN DIFFERENT AREAS OF THE LAW

- Arbitration
- Banking & Finance
- Broad-Based Black Economic Empowerment
- Business Crimes & Investigations
- Competition
- Construction & Engineering
- Corporate Mergers & Acquisitions
- Data Privacy
- Dispute Resolution
- Healthcare & Life Sciences
- Infrastructure, Energy & Projects
- Insolvency, Business Rescue & Restructuring
- Intellectual Property
- Investment Funds & Private Equity
- Labour & Employment
- Land Reform Restitution & Tenure
- Media, Communications & Technology
- Mining, Environmental & Resources
- Pro Bono
- Property Law and Real Estate
- Sport & Entertainment
- Tax



**WERKSMANS**

## WERKSMANS IS HEADED BY AN EXPERIENCED PASSIONATE TEAM

Legal skills and commercial experience aside, the biggest feature of the firm's leadership is its integration into the business. At Werksmans, Directors, Associates and CAs are in frequent, direct contact.



### DAVID HERTZ - CHAIRMAN

David joined Werksmans as a Candidate Attorney in 1989 and has been a part of the firm's DNA ever since. He has been a leading lawyer in numerous independently conducted ratings of the legal profession locally and internationally. David led the Werksmans Dispute Resolution & Litigation Practice to its current pre-eminent position over a period of ten years, and has contributed enormously to the firm's success and strategic vision. His passion and dedication to the firm are highly valued by both colleagues and clients.



### JEREMY BOTHA - CHIEF EXECUTIVE OFFICER

Jeremy has been CEO at Werksmans Attorneys since 2006 with a background in financial management and taxation at some of South Africa's largest corporates. Prior to joining Werksmans, he was the General Manager of Adams & Adams, a large intellectual property law firm, for a period of five years. During this time he gained wide experience in general management, particularly in the financial, information technology, human resources and marketing fields.



### CORLETT MANAKA - HEAD OF LITIGATION AND DISPUTE RESOLUTION

Corlett joined the firm following its merger with Nalane Manaka, a leading black law firm, which he co-founded in 1999. Corlett is a skilled litigator and has served on the boards of various companies and institutions. He has represented private and government entities on matters relating to constitutional & administrative law, corporate law, competition law, local government law, gambling law and aviation law.



### KEVIN TRUDGEON - HEAD OF COMMERCIAL

Kevin joined Werksmans as a Candidate Attorney in 1994. He specialises in corporate finance and M&A transactions. He has advised on a number of the most significant markets and M&A transactions undertaken in South Africa. He also has vast financial experience having worked on numerous ground breaking financial transactions.

200  
LAWYERS

400  
TEAM  
MEMBERS

NATIONAL  
FOOTPRINT

LEX AFRICA  
RANKED  
BAND 1  
LEADING REGIONAL  
LAW FIRM NETWORK  
BY CHAMBERS AND  
PARTNERS

REPRESENTATION  
IN OVER  
20 AFRICAN  
COUNTRIES  
THROUGH WERKSMANS  
LEX AFRICA LEGAL  
ALLIANCE

CHAMBERS GLOBAL 2019  
RANKED  
BAND 1  
IN DISPUTE  
RESOLUTION AND  
MEDIA & BROADCASTING

## AFRICA REACH

Africa is a continent of great opportunity, but also one of diverse challenges and legal risks. It is important, then, to have a comprehensive understanding of applicable laws, business etiquette and cultural practices when doing business in Africa. Our in-depth expertise and years of experience enable us to anticipate challenges and mitigate risks.

Werksmans has been Africa's pioneering law firm. A founding member of LEX Africa, we have an enviable track record and experience in advising on multi-jurisdictional transactions, dispute resolution and other regulatory matters both commercial and corporate. Africa is integral to all we do and all our lawyers are proudly African. Our fully integrated and seamless services work across Africa to provide innovative solutions and legal advice.

Werksmans joined The Interlex Group in 2017, as its first member in Africa. The Interlex Group is an association of leading law firms around the world that cooperate to provide a complete range of international legal and business services to clients. Interlex is ranked as one of the elite networks in the world by Chambers & Partners.



## WE RECOGNISE THE CONSTITUTIONAL IMPERATIVE OF ACCESS TO JUSTICE FOR ALL ESPECIALLY THE POOR AND VULNERABLE

We support the meeting of this imperative through the work of our pro bono legal department.

We focus on matters of public significance that have an impact on people and the environment. Legal advice clinics - such as the Werksmans Consumer Law Clinic - form the arrowhead of our pro bono activities. This law clinic is the only one of its kind in the Diepsloot area and provides legal advice on general issues, including: protection under the Consumer Protection Act and National Credit Act; access to services including social grants and identity documents; advice on contracts; property-related queries and information regarding maintenance. The Werksmans pro bono team also conducts legal training workshops in Diepsloot, which give community members more information about their legal rights.

## CHOOSING THE RIGHT LAW FIRM IS A BIG DECISION...

...for every graduating law student, because the firm you complete your Candidate Attorney (CA)/Practical Vocational Training (PVT) Programme in sets the stage for the rest of your career. At Werksmans, competition for our CA/PVT Programme is intense, and there is limited space on each of these Programmes. We therefore encourage students to apply as early as possible.

We consider students from their 2nd year of LLB studies, or 3rd / final year for those completing an undergraduate degree prior to pursuing a LLB.



## THE CA/ PVT PROGRAMME INVOLVES A LOT OF CHOICES AND EVEN MORE QUESTIONS

What type of law do you want to practice? What size firm would best suit your outlook? What type of training and development process will you follow? Who will you work with, and under? What type of environment and culture best suits your personality?

One of the best ways to answer these key questions is to get first-hand experience by applying for a place on one of our Vacation Programmes.

Werksmans' Vacation Programme gives you the opportunity to gain practical experience and exposure to the day to day activities of a leading corporate and commercial law firm. Vacation Programmes are also a good way for us to get to know you. Competition for the CA/PVT Programme is intense (which is why it's always a good idea to apply early!) and applying for a Vacation Programme gives you the chance to make a lasting impression.

We select about 45 students each year to join either our winter (June/July) or summer (November/December) Vacation Programmes at either our Johannesburg or Cape Town offices. Each student is placed with a Director and gets involved in various tasks, from client consultations to meetings with counsel and exploring recent or actual deals. Apart from day to day tasks, our vacation students will also work on Litigation and Commercial assignments. There will, of course, be plenty of time to network and socialise with Werksmans people at our cocktail evenings.

Oh, and you are also guaranteed an interview for our CA/PVT Programme before you leave.

### REMEMBER:

We receive a lot of applications for a few places, so get your application in early



## WE SEE OUR CANDIDATE ATTORNEYS OF TODAY AS THE LEADERS OF THE FIRM TOMORROW

Securing a place on the Werksmans Candidate Attorney (CA) Programme opens up a realm of legal knowledge and expertise, and a personal network of specialist lawyers. We see our CAs of today as the leaders of the firm tomorrow. When we recruit CAs we see a long term career path that goes beyond just the two years of the CA/PVT Programme. We envisage their growth from CA to Director.

From the moment your application is short-listed you will have a contact person. Our Graduate Recruitment Team will assist you, and this support stays in place after you have arrived through the Werksmans Human Resource Team.

In addition, you will always be able to connect with the senior Directors who make up our Professional Staff Committee, and who oversee our CA/PVT Programme.

### TRAINING HIGHLIGHTS

- Exposure to corporate and commercial expertise
- Work on complex deals and high profile cases
- Legal drafting and research skills
- Opinion writing
- Analytical and critical legal reasoning skills
- Problem solving skills
- Practical application of the law
- Logical reasoning
- Negotiation and persuasion skills
- Collaboration and team work
- Interpersonal and communication skills
- Business acumen
- Commercial awareness

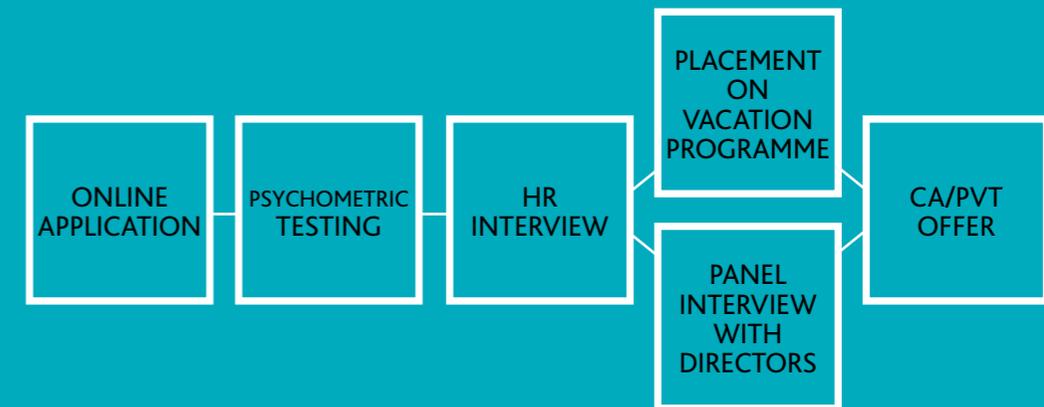
## WE DO IT DIFFERENTLY: THE WERKSMANS ROTATION POLICY

Our unique annual rotation structure is a central part of our engagement with CAs - we believe spending a full year in a particular practice area is central to developing CAs into the firm's future specialists, and leaders.

Your first year of rotation will be spent in our Litigation Department working on some of the country's most high-profile cases. Your second year will be spent with our Commercial Department where you will be exposed to a range of South Africa's most interesting and complex business deals. The CA/PVT Programme will give you the opportunity to work with high-calibre clients (including many of South Africa's leading multinationals, listed companies and financial institutions), alongside some of the best legal minds in the country.

## THE FIRST STEP IN BECOMING PART OF THE WERKSMANS TEAM IS TO COMPLETE OUR ONLINE APPLICATION

### OUR SELECTION PROCESS:



(NO PAPER BASED APPLICATIONS WILL BE ACCEPTED)



## WE WANT YOU AT YOUR BEST

Yes, you are a potential business partner, but you are also a dynamic human being. We want you primed to live a great life, and to fulfil your talent.

Werksmans will invest heavily in your learning, development and career growth. Our training programme is designed to augment your rotation through the firm, and to facilitate your ability to meet formal requirements such as the admission exams. It is also intended to complement your on-the-job experience, and to ultimately create a two year learning experience that will not only set you up for life but also set you apart.

## THE BENEFITS

Once you are accepted as a CA, you will receive a bursary of up to R35 000 to help you settle your final year LLB studies bill. In addition, you will receive a R1 500 monthly allowance from March to December during your final year of study.

## WE OFFER A VERY COMPETITIVE SALARY PACKAGE AND BENEFITS:

### KEY BENEFITS

- Annual leave
- Study leave
- Assistance with Admission exams registration
- Life and disability insurance and funeral cover

### TECHNICAL/ PROFESSIONAL TRAINING

- Practical Legal Training (PLT) - offered in-house at our Johannesburg offices, and at LEAD in the Western Cape
- Internal lectures
- Further study upon retention

### GRADUATE COACHING INITIATIVE

- Comprehensive induction programme
- Business and life skills training/coaching
- Mentorship programme
- Network of buddies (2nd year CAs)

### LIFESTYLE AND WELLNESS

- Lunch on the house, daily
- Prime office locations
- One Loyalty lifestyle benefits: roadside assist, home assist, take me home service
- Medical aid scheme
- Wellness days
- Gym at the Johannesburg Werksmans office

### TRACKING YOUR DEVELOPMENT

- HR check-in meetings
- Development discussions
- Personal development plan

### IT'S NOT ALL WORK

- SRC events - soccer and netball teams, charity events
- CA dinners, firm drinks evenings, functions and parties
- Annual lawyer's weekend trip

## A FINAL MESSAGE FROM THE RECRUITMENT TEAM

Thank you for your interest in our firm and for taking the time to go through our brochure. We hope it helped you answer some questions, and to identify whether Werksmans Attorneys is the right firm for you.

You may find it useful to meet face-to-face with members of the firm. You can do this at one of our campus days, announced on our social media pages. We organise additional events throughout the year, so look out for posters advertising these happenings on your campus. We cannot visit every campus, so if we have not made it your way yet, please get in touch with us. We would love to hear from you, and to answer any questions you may have.

You can contact us on email at [graduates@werksmans.com](mailto:graduates@werksmans.com) or by phone 011 535 8175.

Wishing you all the best in your studies and your pursuit of a career in law.

The Werksmans Graduate Recruitment Team



Godwin Bossr  
Director, Western Cape



Jacqui Kallmeyer  
Director, Johannesburg



Jannie de Villiers  
Director, Johannesburg



Jeremy Botha  
CEO



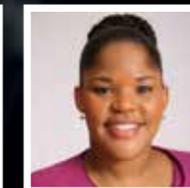
Sarah O'Brien  
HR Executive



Shayne Krige  
Director, Western Cape



Shesnee Naidoo  
Graduate Manager:  
Recruitment and  
Development.



Tebogo Sibidla  
Director, Johannesburg

## PROFESSIONAL STAFF COMMITTEE

# CONTACT DETAILS

## JOHANNESBURG

**Physical Address:**

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**Postal Address:**

Private Bag 10015, Sandton, 2146

**Telephone +27 11 535 8000**

## STELLENBOSCH

**Physical Address:**

2nd floor, Block B, De Wagenweg Office Park,  
Stellentia Avenue, Stellenbosch, 7600

**Postal Address:**

PO Box 1008, Stellenbosch, 7599

**Telephone +27 21 809 6000**

## CAPE TOWN

**Physical Address:**

Level 1, No. 5 Silo Square, V&A Waterfront, Cape Town, 8001

**Postal Address:**

PO Box 1474, Cape Town, 8000

**Telephone +27 21 405 5100**

✉ [graduates@werksmans.com](mailto:graduates@werksmans.com)

📘 Werksmans Graduates

🐦 @WerksmansGrads

🌐 Werksmans Attorneys

#Werksmansitsaboutchemistry

➤ Keep us close

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COMMERCIAL LAW FIRM**  
A member of the LEX Africa Alliance  
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