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Grant is the Chief Executive Officer of one of New Zealand's largest intellectual property law firms, Baldwin, Son & Carey. With the firm for 16 years he is based in Wellington. The firm has offices in Auckland, Wellington, and Christchurch and until recently he was also responsible for the firm's Sydney operation. He is a graduate of the New Zealand College of Management, the RNZAF Command and Staff College and holds a United States Army diploma in logistics management. Grant is a student of history, has a Bachelor of Arts, a Master of Arts degree in history, with honours, and a Diploma in Military Studies.

Q. What are the major issues you face as a legal administrator in your country?

A. Establishing the role and status of the administrator in a professional service firm. To be really effective, especially in a larger firm, the senior non-partner has to have partner status and an equal say with partners. This level of status and influence must be earned, however. Therin lies the challenge!

Q. Where do you see legal administration headed in your country?

A. A growing profession – a need for good firm leaders is evident.

Finish this sentence: By participating in PLMW, I am able to share my experiences with other professionals in this area.

Q. What initiatives have you taken or do you plan to take to promote the awareness of legal administration (one of the goals of PLMW)?

A. I use the ALA and our chapter to promote the need for high-quality administration and leadership in law firms in New Zealand

Q. Why is legal administration important to people in your country?

A. Professional service firms need to be well run and professionally administered to ensure good delivery of services to clients.

Finish this sentence: A career in legal administration has given me many opportunities to grow and develop both personally and professionally.

Q. How do lawyers in your country view the legal management profession?

A. It has become accepted as an important element in the profession.

Q. What types of programs would you like to see implemented in your country to advance this profession?

A. A closer relationship with the New Zealand Law Society with shared responsibility for skills development. This initiative is under way.

Q. How has legal administration evolved since you entered the field?

A. It has become much more professional and specialized, and the level of knowledge has risen considerably over the last 15 years

Q. What does PLMW mean to you?

A. A useful tool for those in the profession.

Q. What advice would you give to someone who wants to increase awareness in legal administration?

A. To join the ALA and network with co-workers in the profession.

Q. In what ways can legal administrators increase the awareness of the legal profession among students?

A. By conducting seminars and engaging in the profession at as many levels as one can.

Finish this sentence: When it comes to legal administration, I would be happy if it became more universally recognised as profession in its own right.

Q. What advice would you give to someone in your country interested in entering the legal administration profession?

A. Join and enjoy it!