



Ntokozo Nzima

Partner

Where did your journey begin and how did you end up where you are today?

I had wanted to be a lawyer since my teens. I fell hopelessly in love with M&A when completing my articles at one of the Big Five law firms. Very early on in my career, there were two key deals that set me up for this path. They occurred in 2012 when the 2008 Companies Act was still fairly new and people were doing a lot of things for the first time. It was a time of learning and critical thinking and I have never looked back. For me, it is the commercial imperative of M&A and the fact that most aspects of transactions are negotiable, that provide a lot of scope for innovation and problem-solving.

Did you have a female role model?

If so, who was she and why was she a role model?

My female role model is my mother. She is probably the hardest-working person I know and instilled a philosophy of hard work in my siblings and me. There have been lots of women who I have learnt from. The two most instrumental in my growth were my first female boss and my second female boss and mentor. They gave me the platform and the training for a career in M&A.

What is the most valuable thing you have learnt from another woman?

Someone once told me that you can do it all, just not all at the same time. That struck me as a key lesson then and now, as a mom, it is a key reality. On any given day, I can be a great mom, a great lawyer, a great sister, a great friend and a great daughter, just not all at exactly the same moment. That is such a valuable lesson as it takes the pressure off trying to be all things to everyone.

What advice would you give to other women thinking of entering the M&A industry?

Just jump in. As women, we tend to do a lot of preparing and planning such that sometimes we overthink things. I have found that when I have thought things through and decided to get out of my comfort zone and just do it, the outcome is great.