



As an independent Australian firm with a long history and a big heart, we have a rich story to tell. Our spirit is built on the power of relationships with our people, clients and communities.

At Sparke Helmore, you'll be actively involved as part of a diverse, genuine and friendly team. We'll help you harness your ambition and take your skills to new heights with exposure to outstanding clients and easy access to exceptional leaders and mentors.

Your story is yours to define. We'd like to be part of it and for you to be part of ours.

### **We'll be in it together**

At Sparke Helmore, you'll be actively involved as part of a diverse, genuine and friendly team. We'll welcome you into our warm, vibrant culture where you'll work collaboratively within a truly national firm to deliver results.

Of course, covering a big country needs a big team. We're more than 880 people strong, servicing an enviable client base of Australian and global organisations from ten offices – and working remotely.

### **We'll invest – and be invested – in your career**

We'll help you harness your ambition and take your skills to new heights with exposure to outstanding clients — who are always at the heart of everything we do — and interesting work. You'll also have easy access to exceptional leaders and mentors who are practical experts in their fields. We'll also invest in your career, development and potential through training and mentoring programs, secondments, supported further education, and pro bono and community activities.

You'll be set up to succeed with support for flexible working, policies that will help you at different stages of your life and the resources and tech you'd expect from a leading firm.

### **We'll value your contribution**

Your contribution will help shape our future and drive our growth. We'll express our appreciation in many ways, including through structured and informal feedback, team celebrations, story sharing, competitive remuneration and acknowledgement of anniversaries. We also have recognition and incentive programs, including our incentive scheme for introducing new clients, a candidate referral program and Shine@Sparke, a peer-nominated rewards program.

We offer many benefits, including wellbeing, health and wealth initiatives, diversity and inclusion networks, social activities and pro bono and community opportunities. To help you to achieve the balance you want, we also offer options around part-time work, compressed work weeks, mobility and varied hours, emergency childcare, purchased leave and career breaks. What's not optional is the birthday leave you'll enjoy each year!

### **We'll look after each other**

While we're a big, diverse team of fabulously individual people, we're united by our shared values and vision. Our core values guide how we do things at Sparke Helmore. They shape the way we behave, help us work together effectively and make sure we put our clients first without forgetting our people. And looking out for each other—well, that just comes naturally.