

sparke
HELMORE
LAWYERS



Sparke your career with us...

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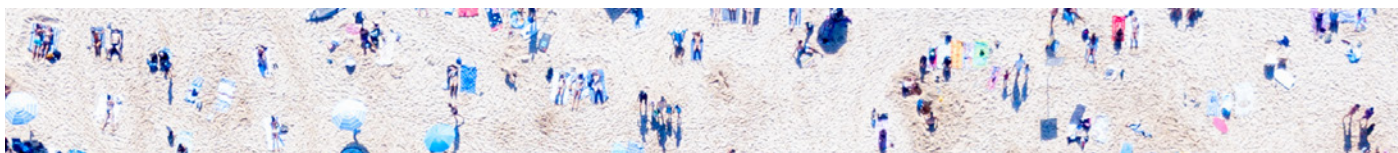
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Sparke your career with us...

Deciding on the firm that's right for you is a big decision. Is the culture right for me? Will I receive quality work? Will there be people genuinely interested in my growth who can point me in the right direction? Does the firm embrace technology and take innovation seriously?

Why choose Sparke Helmore?

At Sparke Helmore, you're encouraged to be actively involved as part of our vibrant culture, where you are able to work collaboratively with your team and across teams to deliver great results.

Working at Sparke Helmore, you will be provided with a unique range of opportunities to expand your knowledge with access to:

- **Market-leading expertise**—we are a full service national law firm. This means you will have the opportunity to gain experience in each of our Insurance, Government, Workplace, Corporate & Commercial, and Property Environment and Finance practice groups.
- **Real legal work**—from your first day, you will have the opportunity to get involved in legal work that contributes to the firm and its clients.
- **Training and development**—a combination of formal and on-the-job training that covers technical and soft skills.
- **Mentoring and networking**—we have a great reputation for mentoring and facilitating relationship building across the firm in a way that fosters personal and career development, networking and the sharing of knowledge, experience and learning.
- **Opportunities to give back**—through our Pro Bono and Community Programs.

What do we look for in our lawyers?

Our people are key to our success. We are always on the look-out for lawyers with potential to progress, who fit with our culture and align with our values, and who demonstrate, among other things, intelligence, interpersonal skills, commitment, energy and commerciality.

Sparke Helmore lawyers are:

- all-rounders, who are engaged in extra-curricular pursuits as well as their studies
- team players
- clear and concise writers, and
- confident and articulate communicators.



“

During the past six months in the Property team, I had the opportunity to participate in significant commercial transactions and genuinely felt that my contributions were valued.

Starting at Sparke Helmore, I have felt nothing but supported and welcomed. I have been exposed to an array of legal matters and minds, as well as having been given the opportunity to dive head first into meeting and forming relationships with clients.

I was lucky enough to have a team mentor who has been guiding me not just by sharing her knowledge with me, but also by showing me her approach to problem solving.

A firm renowned for their legal excellence whilst emphasising a client-focus suited exactly who I am as an individual, and I found that in Sparke Helmore.

”

Sparke your career with us

At Sparke Helmore,
we put our clients first.

Client appointments

117

Commonwealth, State and
Local Government entities

432

Insurance organisations

35%

of the current ASX Top 100

132

Current client panel appointments

We also get results

We have a strong vision and a sound plan for getting there. Happily we're building on national coverage, a rich history and deep expertise that is recognised by the market.



And we invest in a values-based culture, an attractive program of partnership benefits, outstanding Firm Advisory and Services Team, diversity and inclusion, learning and development opportunities, and community.

Our values

Our vision and strategy are underpinned by our values, which guide how we do things at Sparke Helmore:

- Client-first—putting our clients at the heart of everything we do
- Honest—being authentic, ethical and behaving with integrity and respect
- Respect and inspire people—enabling people to be their best
- Agile—open to change, adapting to challenges and uncertainty
- One-firm—working collaboratively towards achieving our goals
- Walk the talk—leading by example and showing the way

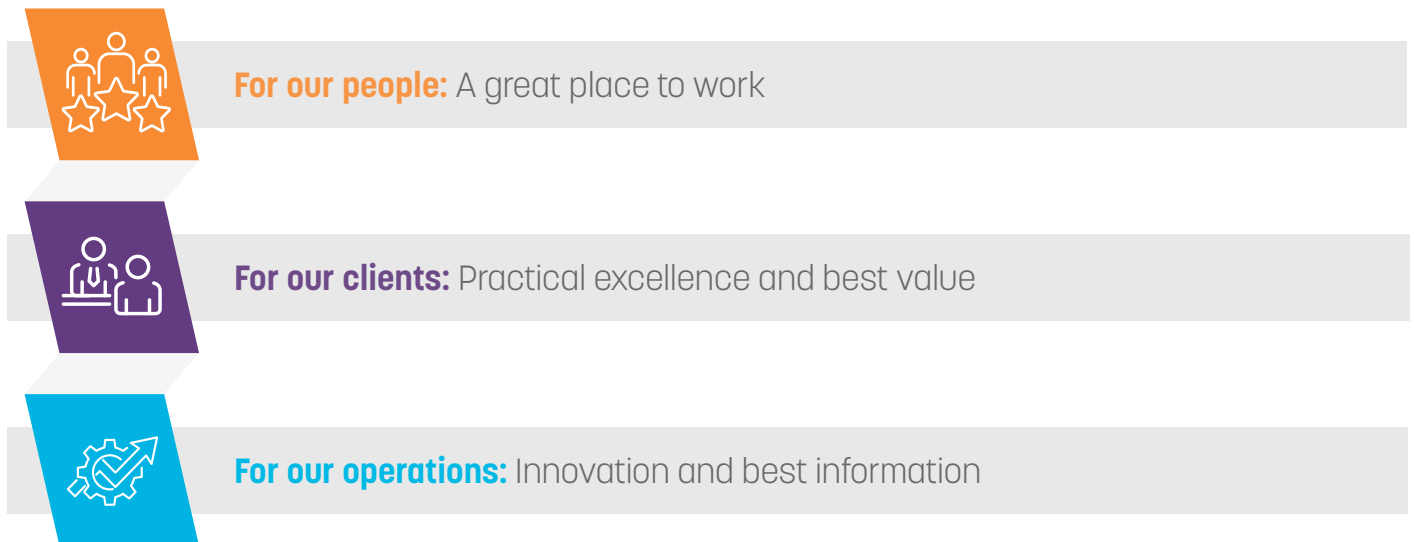
By behaving in this way, staying focused, working together as one team and streamlining our processes, we really do put our clients at the heart of everything we do.

What underpins our strategy?

Our Strategic Priorities



Our Commitments



Employee value proposition



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 850 people strong, servicing an enviable client base of Australian and global organisations from nine 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.

Sparke Helmore Lawyers at a glance

National coverage

We provide national coverage from nine offices across Australia.

100
partners

880
employees



Basil Helmore, a founder of the firm.

From humble beginnings

Sparke Helmore has its origins in the Hunter region of New South Wales and was established in 1882. More than 140 years later, we are a vibrant national firm with over 880 people servicing an enviable client base of Australian and global organisations.

We have learned from the commitment and the vision of our founding partners. William Sparke and Basil Helmore instilled traditions of strong ties to our local communities, active involvement in the legal profession and new ways of working with clients—be that growing with them to provide national service coverage, or expanding into new fields of practice.

Sparke Helmore went from strength to strength through the decades. From that original office in Newcastle, the next 100 years were spent building up a presence around Australia.

And the rest, as they say, is history!

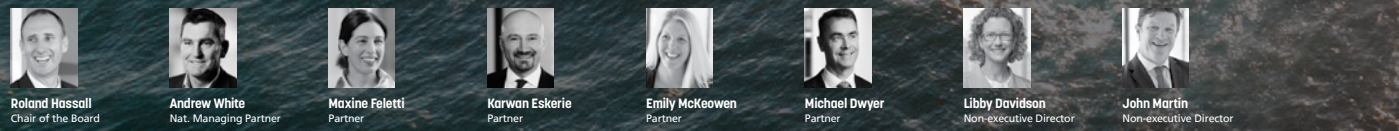
Governance structure



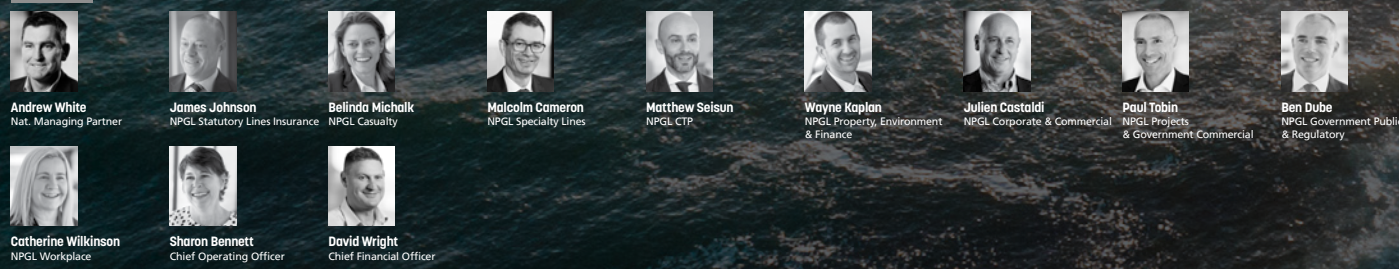
Sparke Helmore's Management Structure

Partnership

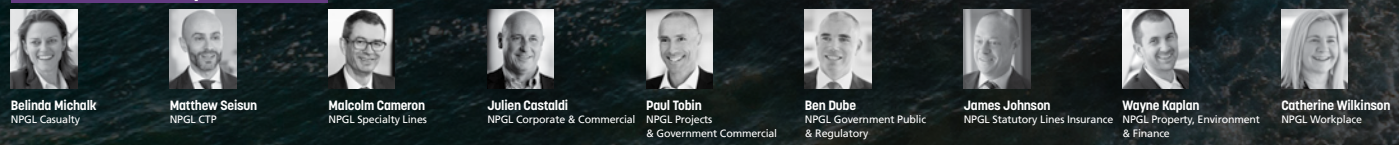
Board



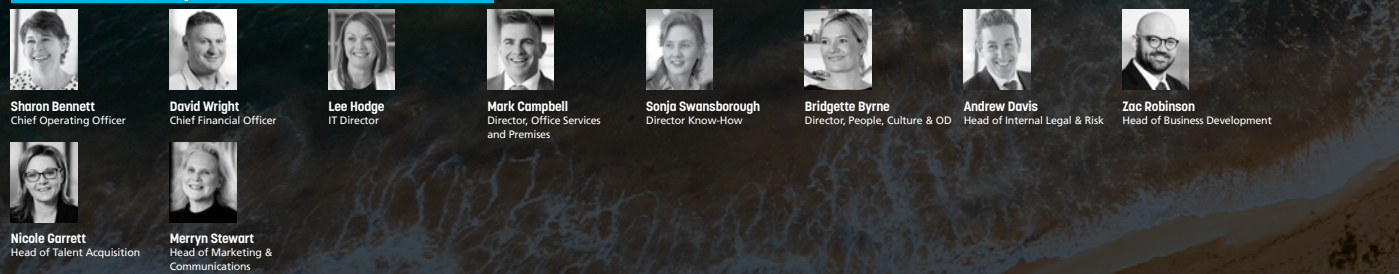
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Practice Group Leaders



Firm Advisory Service Team Leaders



Firm Advisory and Services Team

Our Firm Advisory and Services Team (FAST) provide business support for our legal fee earners.

The role of FAST is to make a professional contribution to our vision of being the law firm of choice, just as it is the role of every lawyer and partner in our firm.

We have professionals working across business development and marketing, finance, people and culture, knowledge management, information technology, office services, operations, and legal and risk, who support our lawyers to deliver excellence in legal advice and best practice in client service. Many support our clients directly, including through strategic account relationship management, knowledge management and technical support for client intranets and other technology solutions.

Individuals across each of the functions have a role in supporting the integration of all our new hires into the firm—our culture, operational processes, knowledge and client activities.

National award winners:

- Winner, Legal IT Leader of the Year, Large Firm, The LawTech Awards, 2023
- Winner, Legal IT Team of the Year, Large Firm, The LawTech Awards, 2023
- Finalist, Legal Support Professional of the Year, *Lawyers Weekly* Australian Law Awards, 2023
- Finalist, CIO of the Year, CISCO Women in IT Awards, 2019
- Winner, Marketing & Communications Professional of the Year, *Lawyers Weekly* Women in Law Awards, 2019



Diversity Equity and Inclusion

Our inclusive culture fosters consistently high performance and collaboration at all levels resulting in more robust relationships and innovation, and ultimately delivers better business outcomes.

To us, **valuing diversity and inclusion** means creating a workplace that respects, includes and values differences, recognises and nurtures the contributions that individuals make, and fosters a work environment that maximises the potential of all of our people. We know that diversity of thought drives better outcomes for our clients, our people and our firm — we need diversity of thought and experience to adapt and compete.

Our Diversity Equity and Inclusion Strategy 2026 has four strategic priorities.



Grow and retain diverse teams

We will attract, develop and retain diverse teams at all levels.

We empower and celebrate our people and encourage them to share their diverse thoughts and perspectives.



Develop an inclusive leadership culture

We will all be accountable for the growth and development of our inclusive culture.

We will develop inclusive leadership capabilities and ensure the structures embrace a culture of belonging.



Embed equitable principles

We have equitable policies, practices, and operations in place that help us understand our workforce, identify ongoing opportunities and address bias.

We will future proof our equitable progression of talent by adopting strong succession planning.

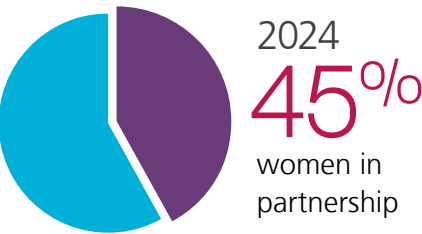
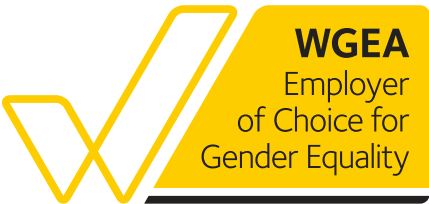


Foster community and belonging

We will be acknowledged and recognised as a firm which fosters strong connections across the firm, our clients and community.

Our people will feel safe, respected, accepted and connected.

In 2023/24



Background image: 'Wandering Country' by artist Rebekah Treacy. The original painting is exhibited at Sparke Helmore Lawyers, Sydney office. Not to be reproduced without permission.

Connecting with our communities

Sparke Helmore has offered pro bono services to clients and became a signatory to the legal profession’s National Pro Bono Target in 2013. We exceeded the target of 35 hours per FTE in 2022/2023. It’s more than just a tally of hours or the dollar value of our financial support that we’re proud of—it’s the very personal results and outcomes where we can see our people making a difference in the community and the lives of individuals.

Through our Pro Bono Practice we provide access to justice for individuals experiencing disadvantage, as well as support eligible not-for-profits, charities and social enterprises with their legal needs on a pro bono basis or for a substantially discounted fee. We strive to cultivate shared value between the firm and its clients, as well as contribute to a culture where our people can give back to the community. We encourage all partners and staff to participate in our pro bono and community activities. Below is a snapshot of the difference we made in FY2022/23.

Our pro bono work

An overview of our achievements.

16,427

pro bono hours completed



39.9

average pro bono hours for full-time equivalent lawyer

1,942

Hours spent on secondments to community legal centres and pro bono clearing houses



2,094

Hours spent by lawyers volunteering at community advice clinics and self-representation services

68%

hours worked for individuals experiencing disadvantage

32%

hours worked for eligible charities and not-for-profit organisations

66%

of our lawyers participated in pro bono work

In the community

A snapshot of our community activities.

\$10,000

given to Foodbank Australia for the firm’s Christmas donation



Our staff donated items such as food, clothing, and toys for a number of organisations, including Dress for Success, Foodbank, the Father Bob Maguire Foundation, St Kilda Mums and Soul Café, Newcastle

Our staff raised funds for a number of charitable organisations, including Cancer Council, HeartKids, and Doin it for Rural Aussie Kids



Our staff cooked and shared ‘Meals from the Heart’ with families & staff at our local Ronald McDonald House chapters

76 staff took part in the four-week challenge, **September**, by walking 10,000 steps per day or moving in any activity they could to raise awareness and funds for Cerebral Palsy Alliance



A further

\$14,525

given to local charities through our Community Program



Our Pro Bono Practice was recognised as a **finalist in the Pro Bono Program of the Year category** at the Lawyers Weekly 2024 Australian Law Awards

How we help you integrate

Our FAST and legal support teams work together to provide you with a customised onboarding program that makes the transition to Sparke Helmore as seamless as possible and sets you up for success from day one.

Getting set up

We have a well-developed induction program that provides insight into the firm's strategic plan, core values and priorities. It also explains how we work across our practice areas and with our clients. We provide tailored training on accessing and working efficiently with the firm's technology, systems and processes.

New joiners are supported by experts across the business, in particular from our Knowledge Management, Business Development, Marketing & Communications and Finance teams, who are on hand to provide guidance on any client communication and marketing requirements, and to advise on financial and billing matters.

Our induction also includes information about accessing our learning opportunities, participating in our Pro Bono and Community Programs, as well as our benefits and social activities.

We also schedule an annual core legal learning program, designed to enable all legal practitioners to meet and maintain their MCLE requirements.

The Ignite learning framework

Designed to align to the firm's strategic plan, Ignite defines clear development pathways at each career stage. Ignite contains 3 streams of learning with modules that build capabilities in:



Our National Practice Groups



Commercial Insurance

Diverse and truly national

Our Commercial Insurance team represents international and Australian insurers, underwriters and corporations across a broad range of general liability, professional indemnity, directors and officers, aviation, medical malpractice, construction litigation (including property recoveries and constructions claims) and EPL claims. We also have expertise in conducting litigation on behalf of life and general insurers, reinsurers and insurance brokers.

In addition to managing claims across a variety of product lines, our team is skilled in advising on coverage and defence issues, complex liability, disputes, damages and policy wordings, exclusions, operational issues and risk management.

Our compulsory third party (CTP) team is one of the largest suppliers of CTP services in Australia. We have additional specialty through our major claims team, where matters involve catastrophic personal injury and other complex medical, quantum and liability issues.

Each of our specialist teams is led by an experienced partner with a strong track record in managing risks for a diverse client base.



Belinda Michalk **Casualty**

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Matthew Seisun **CTP**

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Malcolm Cameron **Specialty Lines**

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Service Lines

- Aviation
- Contract Works, ISR & Agricultural Risk
- CTP
- Cyber Insurance
- Directors & Officers
- EPL / Workplace Risks
- Health
- Liability
- Life / Accident & Health
- Marine Insurance
- Maritime & Transport
- Professional Indemnity
- Recoveries

Market Leadership



Some recent examples:

- Winner, Insurance Team of the Year, Lawyers Weekly Australian Law Awards (2022)
- Winner, Insurance Specialist Firm of the Year, Australasian Lawyer (2022)
- Insurance Business Employer of Choice (2021, 2022, 2023)
- Finalist, Insurance Team of the Year, Lawyers Weekly Australian Law Awards (2020, 2021, 2023, 2024)
- Finalist, Insurance Specialist Firm of the Year, Australasian Lawyers (2020, 2021, 2023, 2024)
- Finalist, ANZIIF Australian Insurance Industry Awards, Professional Services Firm of the Year (2023, 2024)
- Ranked in Chambers Asia-Pacific and Legal 500.
- Partners, lawyers and teams recognised in Doyle's and in Best Lawyers.
- Renée Sadler recognised in Insurance Business Elite Women (2024)
- Yvette McLaughlin recognised in Australasian Lawyers Elite Women (2023)
- Kerri Thomas and Michelle Taylor recognised as a finalist in Lawyers Weekly Partner of the Year (2023) and Jehan Mata in 2024
- Gillian Davidson recognised in Insurance Business Global 100 List (2023) and Insurance Business Hot List (2022 and 2023)

Corporate & Commercial

Dynamic, driven and energetic

Commercial acumen is what we're all about. Our corporate lawyers have worked in top tier Australian and global firms, as well as in industry, and have advised on many iconic corporate deals.

Our national Corporate & Commercial team advises blue-chip companies, government departments and enterprises, SMEs and start-ups across Australia and internationally on the full spectrum of commercial law issues. The group works across corporate advisory, M&A, commercial litigation, dispute resolution, intellectual property and technology.

The vision for the practice is to dominate the mid-tier market. The selling point that sets us apart is our emphasis on top tier quality at a scaleable value proposition. We also leverage the strength of our well-regarded Insurance and Government practices.

We are tenacious, practical, dedicated, and focused from day one; we never stop looking for ways to do things better, including leveraging the latest digital solutions.



Julien Castaldi

Corporate & Commercial

National Practice Group Leader

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Service Lines

- Agribusiness
- Commercial Litigation
- Company Secretarial
- Corporate, M&A and Capital Markets
- Franchising
- Funds & Financial Services
- Insolvency & Restructuring
- Intellectual Property & Technology
- Non-profits, Charities & Social Enterprises
- Private clients
- Regulatory & Investigations
- Sports & Entertainment Law

Market Leadership



Some recent examples:

- Ranked in Chambers Asia-Pacific and Legal 500.
- Partners, lawyers and teams recognised in Doyle's and in Best Lawyers.
- Finalist Intellectual Property Team of the Year, Lawyers Weekly Australian Law Awards (2021)
- Shannon Platt recognised in Asia IP as an IP Expert, Australia (2023 and 2024)

Government

Quality and consistency

Economic, demographic and social changes mean the business of government has never been more challenging. Our national team is proud to support the important work of public servants as they shape the policies that change people's lives.

We understand government work—the time pressures, policy priorities and legislative constraints. It's why we're one of the three largest private legal services providers to the Commonwealth Government. We bring commercial, administrative law and dispute resolution expertise to help with complex, sensitive and high profile programs.

Our advice provides policy makers with commercial and practical solutions for improving program management and policy outcomes.

We foster teamwork and develop respectful relationships. Some of these relationships are more than 20 years old; we form trusted partnerships with other government agencies, consumers and stakeholders involved in service delivery, finding opportunities to share data and get better results.

In highly scrutinised projects and issues, we stand beside you; we place government's interests first. Our electronic and physical security arrangements respect and protect sensitive information. We use technology to be collaborative and transparent as well as to reduce costs and risk.



Ben Dube

Government Public & Regulatory

National Practice Group Leader

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Paul Tobin

Projects & Government Commercial

National Practice Group Leader

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Service Lines

- Government Administrative Law
- Government Commercial
- Government Legal Training Service
- Government Regulatory Law

Market Leadership



Some recent examples:

- Finalist, Government Team of the Year, Lawyers Weekly Australian Law Awards (2022)
- Ranked in Chambers Asia-Pacific and Legal 500.
- Partners, lawyers and teams recognised in Doyle's and in Best Lawyers.
- Katherine Whittemore, Winner of Partner of the Year at the Lawyers Weekly Australian Law Awards (2022)
- Liana Westcott, Winner of Partner of the Year at the Lawyers Weekly Australian Law Awards (2021)

Statutory Lines Insurance

Broad experience. Leading national practice.

When our already complex State and Commonwealth statutory regimes keep changing, it's a perpetual compliance challenge for insurers and employers; we have a deep appreciation for the differences in, and implications of, each jurisdiction's scheme.

When our clients are entangled in intricacies across multiple jurisdictions, we can assist as we cover every Australian jurisdiction, defending statutory and common law actions across countless industries.

We advise on claims resulting from stress, psychiatric illness, dust/asbestos disease, chemical toxicity and acoustic injury, fatal accident and dependency claims, and claims involving catastrophic injury. Early resolution is our tried and tested formula. That could be during conciliation at the Accident Compensation Conciliation Service, Work Health Court, Workers Rehabilitation & Compensation Tribunal or the Conciliation and Arbitration Service or in contested matters in the Magistrates' Court, County Court, AAT, Federal Court, Workers Compensation Commission, District Court or Supreme Court. We're regulars in the Dust Diseases Tribunal and appellate jurisdictions.

Beyond individual claims, we look at the broader portfolio and claims management issues, including long tail claims. Insurers talk to us about maintaining their self-insurance licenses as well. We've got the answers to our clients' questions on the statutory requirements of being a self-insurer, or what the best State or Commonwealth schemes to participate in are.



James Johnson

Statutory Lines Insurance

National Practice Group Leader

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Service Lines

- Commonwealth Compensation
- State Compensation

Market Leadership



Some recent examples:

- Winner, Insurance Team of the Year, Lawyers Weekly Australian Law Awards (2022)
- Winner, Insurance Specialist Firm of the Year, Australasian Lawyer (2022)
- Insurance Business Employer of Choice (2021, 2022, 2023)
- Finalist, Insurance Team of the Year, Lawyers Weekly Australian Law Awards (2020, 2021, 2023, 2024)
- Finalist, Insurance Specialist Firm of the Year, Australasian Lawyers (2020, 2021, 2023, 2024)
- Finalist, ANZIIF Australian Insurance Industry Awards, Professional Services Firm of the Year (2023, 2024)
- Ranked in Chambers Asia-Pacific and Legal 500.
- Partners, lawyers and teams recognised in Doyle's and in Best Lawyers.

Property, Environment and Finance

Cornerstones of the economy

Stronger regulation and sustainability standards are creating a competitive and ever-changing marketplace including across the fast-paced sectors of property, environment, and finance. In such a dynamic environment, there is a great deal for these three sectors to contend with and challenges to overcome.

In this Practice Group we cover:

Property and Construction—We provide expert advice across all areas of property, including conveyancing and easements, leases and licences, native title, compulsory acquisition, construction contracts and disputes, property damage claims, planning and environmental advice, and compliance with privacy, competition, and GIPA requirements.

Construction and infrastructure projects are complex and intricate. These projects require careful strategic risk management, and an ability to translate this into simple language, so as to reduce the risk associated with contract administration and dispute resolution.

Environment—Our environment work includes both legislative compliance and advice on planning, environmental, heritage and national parks issues. We have advise clients on the requirements under environment and planning legislation for a wide range of activities. We have expertise in water quality, biodiversity, and air quality.

Finance—Our Banking and Finance team combines a mix of highly experienced lawyers with diverse skill sets and backgrounds who service our institutional and non-institutional client base. We advise on the full spectrum of financing and security arrangements, including real estate finance, corporate acquisition finance, restructuring, project and infrastructure finance, structured trade and receivables, derivatives and Islamic finance as well as film finance.



Wayne Kaplan
Property Environment and Finance
National Practice Group Leader
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Service Lines

- Banking & Finance
- Construction Projects & Infrastructure
- Film Finance
- Mining & Resources
- Planning Environment & Local Government
- Property

Market Leadership



Some recent examples:

- Ranked in Chambers Asia-Pacific and Legal 500.
- Partners, lawyers and teams recognised in Doyle's and in Best Lawyers.



Workplace

Combined expertise and teamwork

Employment conflicts and safety issues can hugely impact time and resources, not to mention productivity and morale.

Our Workplace Group is a national team of employment, industrial, workplace and safety experts who advise boards, executives, managers and their organisations on the legal requirements for productive, flexible and safe workplaces. This, combined with the firm's expertise in workers' compensation, means we provide our clients with end-to-end management of their workplace issues.

Our workplace relations and safety lawyers operate as a single national team delivering a comprehensive service to employers. The team works with our specialist insurance and government lawyers to ensure all aspects of a matter—including employment and regulatory aspects of the workplace—are appropriately managed.



Catherine Wilkinson
Workplace

National Practice Group Leader
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Service Lines

- Employment
- Safety

Market Leadership



Some recent examples:

- Platinum Partner, National Safety Council (2019-2023)
- Occupational Health & Safety Firm of the Year, Best Lawyers Australia (2019, 2020, 2024, 2025)
- Finalist, Workplace Relations and Employment Team of the Year, Lawyers Weekly Australian Law Awards (2021)
- Partners, lawyers and teams recognised in Doyle's and in Best Lawyers.
- Catherine Wilkinson recognised in Australian Lawyer's inaugural Elite Women (2021)

Other firm-wide services

Cyber and Privacy

Cyber

We have the experience and expertise to support you with your end-to-end Cyber lifecycle needs, from helping you with your privacy policies and technology contracts, to data collection, use and storage, all the way to assisting data breaches as well as post breach compliance.

Privacy

Our Privacy specialists deliver privacy-related advice and support to government and private sector clients on compliance with Commonwealth and state government privacy legislation including the *Privacy Act 1988* (Cth) (**Privacy Act**), the *Privacy (Australian Government Agencies – Governance) APP Code 2017* (Cth) and the *Telecommunications (Intercept and Access) Act 1979* (Cth). This includes advice on the lawful collection and handling of personal information, undertaking Privacy Threshold Assessments (**PTA**) and Privacy Impact Assessments (**PIAs**).



Chantal Tipene
Cyber and Privacy

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Secondments

Secondments are a big part of how we work with our clients and is one way we seek to maximise the value we add.

To provide service excellence to our clients we need to fully understand their needs, culture, and the context in which they operate every day. We do this in a number of ways, one of which is embedding our lawyers with a client directly in their working environment.

In fact, we have been placing secondees with our clients for over 20 years and are one of the largest providers to government of secondment services, with over 100 secondments nationally. The objective with every interaction we have with our clients is to develop trust and provide quality and consistent secondment services through collaboration that enables, supports and delivers strategic outcomes.

Our secondees service all areas of the marketing including Commonwealth Government, State and Local Government and commercial industry.



Stuart Marris
Secondments

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Environmental, Social and Governance

The concept of “ESG” is rapidly gaining momentum across Australia, and more broadly, the world – placing greater expectation on organisations and leaders to reframe their role in society, as well as the ways social and environmental challenges are addressed alongside existing commercial considerations.

We offer a wide range of services across the three pillars of Environmental, Social and Governance. As a full-service national firm, we bring together a team of experts from across our specialty areas to help our clients not just meet but exceed their ESG best practice standards.



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Environmental, Social and Governance

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