

## Reach your true potential. It's time to join our Commercial Insurance team.

We completely understand you might be nervous about considering a job move in the current market. We know it's a big step but, we also know Sparke Helmore is a firm where you can reach your true potential. You will:

- join a proudly Australian firm with close to 140 years of stability and sustained growth. Did we mention that we've been in the insurance industry for close on 120 of those 140 years? Not many firms can say it has that sort of history or that sort of commitment
- become a trusted member of our national Commercial Insurance Practice Group, a practice that has grown exponentially in the past five years to become one of the pre-eminent practices in the market. You can be confident in that growth continuing as we never stop looking for opportunities to do more and be more
- work with a loyal and exceptional client base – as they say, to know us is to love us. You will be involved in matters that will engage and challenge you and give you unparalleled opportunity to grow and deepen your expertise through collaboration with others just as passionate about insurance as you are, and
- enjoy a firm that makes it all about you – your career, your development, your life. You will have access to exceptional leaders and mentors who take the time to work with you and help you reach your true potential. You will also be able to take advantage of our market-leading training programs. Plus, you will be working with a fun-loving bunch of people who are ready to welcome you with open arms.

Don't just take our word for it. Here's what some recent recruits said about their experience of joining us:



*"There's always a bit of hesitation moving roles, especially amidst a pandemic. However, I saw Sparke Helmore as a strong national identity, with a role I could grow into and a firm I wanted to be part of."*

**Lisa-Maree Switala**

**Senior Associate, Commercial Insurance**

*"I decided that for my development and moving forward in my career it was a good decision to move to a firm with Sparke Helmore's reputation in commercial insurance."*

**Sam Akon**

**Lawyer, Commercial Insurance**



*"I have the ability to work flexibly and also in the office and the team has been extremely supportive."*

**Melanie Shanahan**

**Senior Associate, Commercial Insurance**

*"Why did I re-join Sparke Helmore? Two reasons. First, the people. Second, Sparke Helmore has really backed the path that I want my career to go in, which is not something I see in the market very often."*

**Edward Osborne**

**Special Counsel, Commercial Insurance**



### WHY JOIN SPARKE HELMORE?



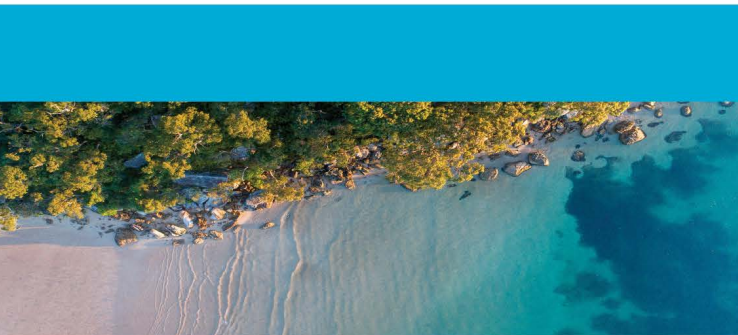
## How do we stack up?

9 offices | 26 partners | 226 employees | 13 specialty areas

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

We're honoured to have been acknowledged many times over the years for the calibre of our Commercial Insurance practice – for our commitment to an exceptional client experience, technical excellence as well as for the people who make our team what it is. We've won or been a finalist for Insurance Team of the Year awards for five years straight and members of the team – junior and senior, lawyer and non-lawyer - have been up for individual awards in recognition of their dedication and expertise.

As a firm, we're proud to be recognised two years running as an Employer of Choice for Gender Equality by WGEA. Alongside our commitment to Diversity & Inclusion, we are also committed to giving back to the communities in which we live and work. We are a signatory to the voluntary National Pro Bono Target of an average of 35 pro bono hours per lawyer, which is a target we exceed each year. Our dedication to providing justice for vulnerable people led to us being a finalist for Pro Bono team of the year at the Lawyers Weekly Law Awards as well as a finalist for Corporate Citizen Firm of the Year at the Australasian Law Awards.



## What do our team members say about us?

92% *I am proud to be associated with this firm*

90% *My supervising Partner/Manager is considerate of my life outside of work*

96% *My supervising Partner/Manager genuinely supports equality between genders*

92% *My supervising Partner/Manager behaves in a way that is consistent with the core values of the firm*

86% *The people I work with are willing to help each other, even if it means doing something outside their usual activities*

Source: The Pulse Firm Engagement Survey 2019

In addition to our positive Engagement Survey results, in August 2019 we participated in the Diversity Council of Australia's biennial Inclusion@YourWork Index. Off the back of our strong performance across the six key areas (Awareness, Engagement, Inclusive Organisational Climate, Inclusive Leadership, Inclusive Team and Exclusion) we were recognised as an Inclusive Employer.

## Why are we different?

We get it. Lots of firms tell you they're different. We're confident that we really are because:

- We are one of the largest insurance practices in Australia, with a genuine national footprint of insurance experts across all our nine offices. We have dedicated boots on the ground, who pride themselves on knowing the local market inside and out. But that doesn't mean our people can't spread their wings and take up opportunities in other locations and that includes internationally too, through our membership of Global Insurance Law Connect.
- Many of our insurance partners are "lifers" – there is nowhere else they would rather be. That can also be said about many of our lawyers and non-lawyers. There's something about the culture of Sparke Helmore that makes you want to stick around for the long-haul. We don't churn and burn; that's not who we are. We're a firm that takes its values seriously and our people "walk the talk".
- We're the first choice for insurers who require deeply researched legal opinion balanced against sound commercial and strategic advice. We act for all the major Australian insurers and many global ones too, through our connection with the London market. We work hard to give every client outstanding personal service, thinking outside the box to deliver above and beyond their expectations. We've worked with many of our clients for many years, standing beside them through thick and thin. There's a mutual respect in our relationships and a shared passion for the betterment of the industry. Whether it's the good, the bad or the ugly, we're in it together and that's how we like it.

- We have kept insurance at the heart of the Sparke Helmore business. We saw many years ago that we needed to specialise and we set about making that happen – it hasn't always been easy, but we have kept at it because that is what our clients want. Around 50% of total firm revenue is from our insurance business, with approximately 50% of our total headcount working on insurance matters every day.
- Our London Market Next Generation Program is a gamechanger. The Program sees the emerging leaders in the team spend time working alongside clients in their London offices. With the current challenges with COVID-19, we've had to change things up a little and find new ways to maximise client engagement including instigating virtual secondments and other innovative ways to stay in touch.
- Looking after the talent we have is a priority. We train our leaders in unconscious bias to ensure performance, reward and promotion decisions are fair. We also have a succession planning and talent review process to identify and deliver pathways for our high performing employees at each career stage. Flexibility can be a bit of a "buzzword" but at Sparke Helmore we have flexibility training to enable everyone to balance work and personal obligations.

So, what are you waiting for?

## What have we got to say?

We're committed to sharing knowledge with our clients and the market. You can view a list of our recent publications and podcasts on the Insurance Matters page of our [website](#). You can also take a look at our Sparke Helmore [LinkedIn page](#) to see all the things we are doing and issues we are passionate about including our support of the annual Dive In event.

**[Click on this link](#)** to hear from members of Commercial Insurance, as they share with you why you can be confident that joining Sparke Helmore is the right move for you.