

Reach your true potential.

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
- become an integral member of our National Practice Groups—Commercial Insurance, Government, Insurance Statutory Lines, Workplace and Corporate & Commercial—all of which have grown exponentially in recent years to make us one of the leading law firms in this country. You can be confident in that growth continuing
- work with a loyal and exceptional client base. You will be involved in matters that will engage you and challenge you and give you unparalleled opportunity to grow and deepen your expertise
- 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

But don't just take our word for it. Hear first-hand from a lateral appointment who joined us this month:

"My decision to move to Sparke Helmore during the current uncertain economic environment was an easy one, because of Sparke Helmore's exceptional reputation as a client-centric firm within the Government sector and Canberra's legal industry. This move was further simplified by the fact that Sparke Helmore was actively recruiting during the current times, demonstrating confidence and strategic forward-thinking by the firm. The firm's focus on building its ranks even during uncertain economic times gave me a strong sense of comfort because it showed me that the firm has a planned growth agenda and appreciates the value and fresh perspectives that new people can bring."

Rushil Sharma, Government, Canberra

A history of growth.

We first opened our doors for business in Newcastle in 1882 and have grown from that one office to nine offices nationally, opening our most recent in Darwin in 2019 to respond to client demand. We've enjoyed strong organic growth but have also been acquisitive, always on the lookout for the right individual, team or firm who "get" the Sparke Helmore culture. In the last four years, we've gone from around 600 people to close to 900 people and the great thing is among the ranks of the new are many "lifers", people who wouldn't want to be anywhere else.

We have survived and thrived.

There are not too many law firms in Australia today who can say that their partnership has survived the onslaught of two World Wars, the Great Depression and the Global Financial Crisis and have not only lived to tell the tale, but have come out the other side of these global catastrophes stronger than ever. It's in our DNA to be resilient, always resourceful, and future-ready – and that's how we are dealing with COVID-19. We're confident we will continue to thrive for years to come because we know how to weather the toughest of storms.

WHY JOIN SPARKE HELMORE?





Our peers and the market think we're pretty good too.

We're honoured to have been recognised many times over the years for the calibre of our law firm, our technical excellence as well as for the people who make our firm what it is. We're proud to be recognised two years running as an Employer of Choice for Gender Equality by WGEA. We also participated in the Diversity Council of Australia's biennial Inclusion@YourWork Index in August 2019 and off the back of our strong performance across the six key areas (Awareness, Engagement, Inclusive Organisational Climate, Inclusive Leadership, Inclusive Team and Exclusion) were recognised as an Inclusive Employer.

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 employees say?

89% *I am proud to be associated with the firm*

92% *My supervising Partner / Manager genuinely supports equality between genders.*

90% *Sparke Helmore is committed to the fair treatment of all employees regardless of age, ethnicity, gender, religion, sexual orientation or disability*

88% *The people I work with are willing to help each other, even if it means doing something outside their usual activities*

90% *My supervising Partner / Manager behaves in a way that is consistent with the core values of the firm*

Source: The Pulse Firm Engagement Survey 2019

Flexibility - a key focus and differentiator

87% of our people agree that their manager/supervisor is considerate of their life outside work

78% of our people feel their work schedule allows them sufficient flexibility to meet personal/family needs

What we can offer you?



Refreshed and simplified career development program specifically designed for your career goals



Paid personal leave, including annual, parental and carer's leave. Salary continuance for both full time and part time employees



Work from home or in the office - we have a fully flexible work arrangement which includes a fully virtual orientation and onboarding program



Access to modernised and mobile friendly Employee Wellness Program

Want to know more?

If you would like to know more about how to join Sparke Helmore, get in touch with:

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