



## Read about our Firm Advisory Services Team

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. We'd like to be part of your story and for you to be part of ours.

Our Firm Advisory Services Team—or **FAST** for those of you who like an acronym—provides business support of unparalleled quality, making a significant contribution to our vision of being a market-leading national law firm. We have professionals working across all areas, who support our lawyers to deliver excellence in legal advice and best practice in client service.

*Here's more about what the amazing Team contribute to the firm, every day.*

### Finance

Our Finance team helps the firm meet its financial obligations and ensures its profitability by providing services in accounting, billings and collections, trust accounting, payables, payroll, and reporting and analysis.

### People & Culture

Our P&C team enables the firm to be admired by clients for its people and performance by attracting, developing and retaining the best talent in the market.

### Talent Acquisition Team

Our TA team recruits the best talent available in the market for our Practice Groups, FAST and Legal Support.

### Learning & Organisational Development

Our L&OD team provides a range of formal and informal learning and development offerings to help grow capability and knowledge.

### Knowledge Management

Our KM team helps our people work smarter, not harder. The team helps the firm proactively and properly use, share and manage information and knowledge.

### Information Technology

Our IT team keeps all our systems running reliably and securely, supporting and improving the way we work internally and with our clients. IT includes the Project Management Office and Compliance, Analytics & Reporting team.

### Business Development and Marketing & Communications

Our Business Development / Marketing & Communications teams exist to help the firm win and retain business and position the firm's brand strongly in its target markets.

### Office Services & Premises

Our Office Services team is responsible for managing the firm's property portfolio as well as providing office management services in all our locations.

### Internal Legal & Risk

Our Internal Legal & Risk team helps manage the firm's legal and operational risks, including compliance with the firm's legal obligations, working closely with our advisory teams and our lawyers.

WHY JOIN  
SPARKE HELMORE?



By joining us, you will become part of a proudly Australian firm with over 140 years of stability and sustained growth. You will be part of a team that has a seat at the table and is respected for the value they add to the business.

## Why Sparke Helmore?

At Sparke Helmore, we recognise that people value benefits differently. That's why our benefits program is wide ranging so that everyone can find something that appeals to them. We're sure you will find something to love about what we have to offer.



### Balance

Pro Bono practice • Community volunteering • Flexible work practices  
• Annual leave purchase • Emergency childcare • Paid Parental Leave  
• Career breaks • Birthday leave • Casual Fridays



### Connection

Social Committee • Subsidised events • Recognition of anniversaries  
• Mentoring program • Networking skills program • Diversity & Inclusion  
• Employee networks • Team development programs



### Health

Resilience program • Managing Mental Health program • Mental health first aid • Seminars • Respectful workplace behaviour program • Vicarious Trauma program • Partner health checks • Subsidised flu vaccinations  
• Ergonomic assessments • Health and Wellbeing program



### Wealth

Employee discount shopping program • Salary Continuance Insurance  
• Discounted conveyancing service • Community First home loan discount  
• Microsoft Home Use program • Salary sacrifice opportunities

## What do our team members say about us?

From our recent Engagement Survey, below are a few quotes from across our team, speaking to our values and our culture.

- Values are certainly at the core of all discussions ... I believe that this does contribute to the firm's culture in a very positive way.
- The people that work at this firm are incredibly kind.
- The reason why the culture here is so good comes down to one thing: the people.
- Our senior leaders genuinely want to improve the firm.

Source: The Pulse Firm Engagement Survey 2023

## Diversity

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 our people. We have six employee-led networks that provide a safe forum for our people to share information and experiences, connect with colleagues with a common interest, and provide an opportunity to identify improvements to our workplace culture.



### Access/Ability (mental health & disability)

Considering ways to better support our people and clients with disability, including mental health.



### Culture and identity

Identifying opportunities to improve our awareness of, and engagement with, cultural differences that exist within and outside of our workplace and the communities in which we operate, including Indigenous Australia.



### Flexibility

Opening up dialogue around flexible working, providing a forum to consider the opportunities and issues that exist when we make changes to when, where and how we work.



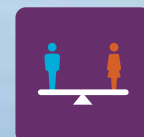
### LGBTIQ+

Improving our understanding of, and awareness and engagement with, the LGBTIQ+ community and allies—considering ways we can better support lesbian, gay, bisexual, transgender, intersex and questioning (LGBTIQ+) people and allies.



### Parents & Carers

Providing a community for our Parents and Carers to learn from and support each other—contributing to actions that will improve support for the many people in our workforce who have caring responsibilities.



### Six Degrees (gender equality)

Supporting the inclusion of women through leadership, mentoring, education and knowledge-sharing opportunities for our people and clients.

