

## The best stories are shared.

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.

You will:

- Join a proudly Australian firm with over 140 years of stability and sustained growth
- Become an integral member of our National Practice Groups—Commercial Insurance, Government, Statutory Lines Insurance, Workplace, Property Environment and Finance, 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

**We'll be in it together**—We'll welcome you into our warm, vibrant culture where you'll work collaboratively within a truly national firm to deliver results.

**We'll invest, and be invested, in your career**—We'll invest in your career, development and potential through training and mentoring programs, secondments, supported further education, and pro bono and community activities.

**We'll value your contribution**—Your contribution will help shape our future and drive our growth. And we'll express our appreciation in many ways, formal and informal.

**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. Looking out for each other just comes naturally.

## 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 2018 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, the Global Financial Crisis and COVID 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. 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?





## What do our employees say?

- *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.*
- *The level of communication provided through the firm's channels means I feel engaged with the firm.*
- *[Sparke Helmore] attracts good clients and good people.*

Source: The Pulse Firm Engagement Survey 2023

## 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 as an Employer of Choice for Gender Equality by WGEA. We also participated in the Diversity Council of Australia's biennial Inclusion@YourWork Index 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.

## 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, carer's and domestic violence 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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