

Early careers at  
MinterEllison



MinterEllison.



**Virginia Briggs**  
Chief Executive Officer  
and Managing Partner  
MinterEllison

## Foreword >

Did I think the young person who did work experience at MinterEllison in Canberra would one day be CEO? Not in my wildest dreams. Contemporary careers aren't typically straightforward and mine certainly wasn't ... But if you're reading this, you're already on the right track.

### **Confused? I'm not surprised**

Your first steps into the world of a law and consulting firm will be daunting, challenging and (I hope) inspiring. You've probably had lots of advice about how to navigate your early career. If your experience is anything like mine was, you'll notice that the advice is often conflicting.

'Explore everything and don't box yourself in.' AND 'Find your path early and stick to it.'

'Focus on the work and don't get distracted.' AND 'Throw yourself into the workplace culture and experience all there is to offer ...'



Cutting through the noise can seem impossible.

If I was advising my early career self now, I'd say three things ...

**Be curious.** You're among some of the sharpest minds in the country. The people you work with will be what you value most about being at MinterEllison.

**Say yes.** Saying yes to opportunities is important to furthering your career. You have permission to test and challenge yourself.

**Find the work that feeds you.** You will discover that some types of work energise you. It might be nutting out

a wicked problem, using new tech like AI to design a new process or being focused on a particular industry. Or it might be giving your time to a pro bono cause that really matters. When we know what feeds us, other career choices become easier.

Take your time to absorb the information in this brochure. Ask lots of questions.

Good luck!



The team displayed not only legal acumen but commercial awareness and skilled stakeholder management. This is definitely a multi-skilled offering which is solution-oriented rather than black letter law-constrained.”

Chambers Global 2024



# Introducing MinterEllison

MinterEllison is one of Australia's largest law firms, with nearly 200 years of business history. We're known for our legal and consulting expertise — and for our inclusive culture and authentic character.

We've changed to keep up with our client's expectations. Today we offer legal and consulting services under one roof. Clients rely on our expertise and insights to solve their most complex business challenges. They value our responsive, commercial approach.

We are curious by nature, diverse in our disciplines and authentic in our relationships.

## Inside these pages

Inside this brochure you'll learn some key information about the firm. We'll focus on four key things that make the MinterEllison experience unique.

### 1. Great roles in great matters

Find out about our industry go-to-market strategy and read about some of our recent high-profile cases.

### 2. Feed your curiosity

Discover how our learning programs will help you build the skills you need to be the trusted advisor of tomorrow.

### 3. An inclusive culture

Find out why our culture is awarded key inclusion awards and benchmarks.

### 4. A passion for social justice

Learn how our pro bono and community investment program helps address disadvantage.

# Great roles in great matters



# Our global practice areas

At MinterEllison we provide our clerks and graduates with exceptional training, development and experiences. From the very beginning, you will work on real client engagements that prepare you to face professional challenges, and provide you with the technical and business knowledge you need to achieve your career ambitions.

In an environment that is changing rapidly we're driving digital transformation and embedding a culture of curiosity.

## Our lines of business



### Capital markets and corporate

- Project Solutions
- Capital Solutions
- Transaction Solutions
- Finance Solutions



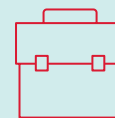
### Infrastructure, construction and property

- Projects, Infrastructure and Construction
- Environment and Planning
- Real Estate
- Infrastructure, Construction and Property Volume



### Disputes, competition and insurance

- Competition, Climate and Technology
- Dispute Resolution
- Insurance and Corporate Risk
- Statutory Compensation Management
- Legal Technology Consulting



### Consulting solutions

- Tax
- Workplace
- Consulting

## A large and diverse client base



Blue chip public and private companies



Leading multinationals



Global financial institutions



Government (local, state and federal)



State owned entities

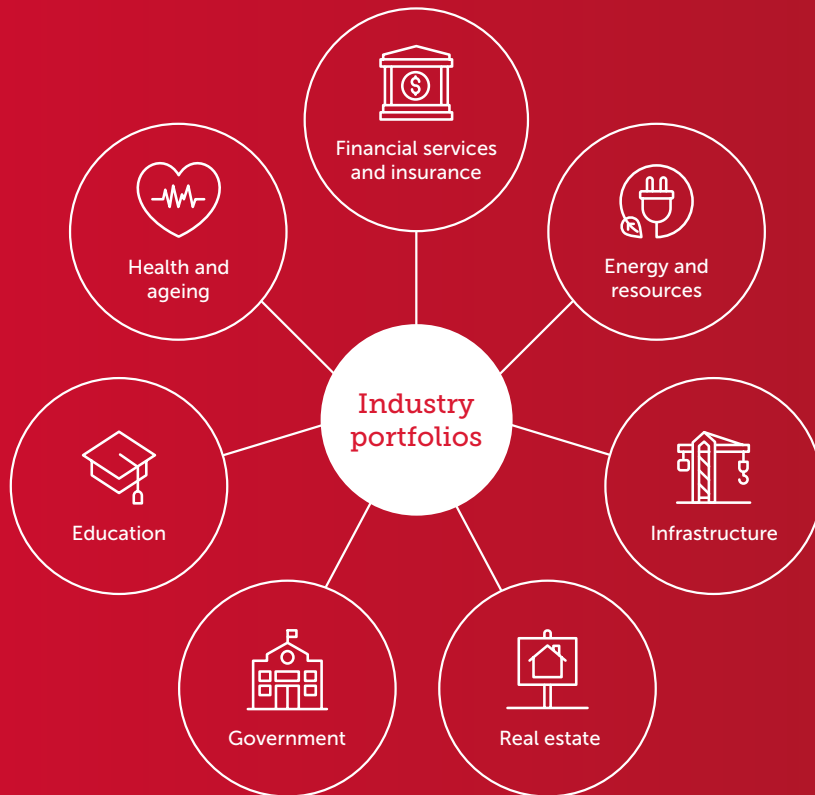


Not-for-profits and social enterprises

# Our industry portfolios

Our Industry groups are committed to developing smart, innovative, solutions for our clients.

Understanding the unique dynamics, trends, and regulatory environment of specific industries enables us to offer tailored advice, anticipate potential challenges, and identify opportunities for our clients, thereby adding significant value to their services.





## Some recent great matters

### Salter Brothers continues its expansion in the luxury retreat market

MinterEllison supported its long-standing client, Salter Brothers, in a further expansion to its hotel portfolio, in its acquisition of the Escarpment Group's five luxury hotel and estates in New South Wales, which include Lilianfels Resort & Spa, The Hydro Majestic Hotel, Echoes Boutique Hotel & Restaurant and Parklands Country Gardens & Lodges in the Blue Mountains, plus The Convent Hunter Valley Hotel in Pokolbin.

This follows the acquisition of other 'retreat' hotels including the Spicers Retreat portfolio (located in Queensland and New South Wales) in April 2023 and Milton Park Country House Hotel and Spa (located in Bowral, in the Southern Highlands of New South Wales) in May 2023.

"Salter Brothers' portfolio of hotel funds has been strategically built to appeal to international and domestic markets," said Joseph Pace, MinterEllison Partner.

"Their focus on premium properties, targeting the luxury retreat market in established tourism locations reflect confidence in the global demand for these experiential stays," he added.

MinterEllison's work with Salter Brothers on its portfolio of hotels is done with a multidisciplinary team, including lawyers from transactions, real estate, tax, funds, financing, IP and IT, FIRB, workplace, migration, privacy, litigation and insurance. The work has been led by Partners Joseph Pace and Alice Langham.

"We are proud to be a trusted advisor to Salter Brothers as they continue to expand their hotel and retreat assets," said MinterEllison Partner, Alice Langham.

Salter Brothers is an Australian-owned global fund manager with a focus on hotels, property, private equity and credit, with group assets



#### Law Firm of the Year

Real Property Law,  
2024 The Best Lawyers  
in Australia™



#### 11 practitioners recognised

as Best Lawyers,  
2024 The Best Lawyers  
in Australia™



#### 8 practitioners recognised

as Ones to Watch,  
2024 The Best Lawyers  
in Australia™

under management of over \$3 billion. Established in December 2015, the Salter Brothers' hotel platform encompasses a portfolio of 32 hotels across three funds, making Salter Brothers one of the largest hotel owners in the Asia Pacific region.

MinterEllison has supported Salter Brothers in all of its hotel acquisitions since its inception including the recent portfolio acquisitions of Spicers Retreats and Travelodge Hotels.



## MinterEllison advises NSW Government on Western Sydney Airport line

MinterEllison advised on the third and final package for the Sydney Metro – Western Sydney Airport line – awarded to the ParkLife Metro consortium.

The consortium will deliver the Stations, Systems, Trains, Operations and Maintenance Public Private Partnership (SSTOM PPP) for the jointly funded Australian and NSW government project. The SSTOM PPP is the largest ever rail PPP awarded in Australia and the largest PPP of any kind awarded in New South Wales.

The project involves the delivery of six new stations between St Marys in Sydney's north west and the new Western Sydney International Airport, 12 new metro trains, core rail systems and a stabling and maintenance facility to be built at Orchard Hills.

The new 23-kilometre railway will link residential areas with job hubs including the new Aerotropolis, and connect travellers from the new airport to the rest of Sydney's public transport system.

This project will help shape the future of the vibrant and growing Greater Western Sydney region and connect commuters and travellers with the new Western Sydney International Airport, providing major economic stimulus and supporting more than 14,000 jobs during construction.

Parklife Metro will operate and maintain the Sydney Metro – Western Sydney Airport line for 15 years.

The MinterEllison team was led by Partners Jonathon Williams and Stewart Nankervis, with support from senior associates Sam Rafter and Alexandria Hammerton.

Lead Partner Jonathon Williams commented: "MinterEllison is pleased to have advised Sydney Metro and NSW Treasury on this significant contract and the largest PPP awarded in NSW. It is another step to the government delivering vital infrastructure and world-class metro services for Western Sydney."



### Law Firm of the Year

Construction/  
Infrastructure law,  
2023 The Best Lawyers  
in Australia™



### Government Partnerships Excellence Award

2023 National  
Infrastructure Awards



### Financial Excellence Award

2023 National  
Infrastructure Awards

"We are proud to be part of a cutting edge PPP rail infrastructure project bringing together best of class Australian and international partners to deliver a carbon-neutral project from the start of construction through to operation."

## Truth defence succeeds in 'defamation trial of the century'

The Federal Court found in favour of Nine newspapers (represented by MinterEllison) against Ben Roberts-Smith. The judgement is a win for investigative journalism and the public's right to know.

Nine newspapers' victory in the Ben Roberts Smith vs Nine defamation case strengthens a core principle of journalism, and key tenet of democracy, which is the public's right to know. It also validates Nine's significant investment in quality investigative journalism and the company's support of their journalists under the most extreme pressure.

The case centred around Nine newspapers' reporting that former SAS soldier, Ben Roberts Smith, murdered unarmed civilians in Afghanistan.

MinterEllison acting as defence lawyers for Nine argued the truth defence, whereby the onus is on the defendant, in this case Nine, to prove that the alleged defamatory material

is substantially true. Justice Anthony Besanko found that Nine established substantial or contextual truth of all allegations.

MinterEllison Partner, Peter Bartlett, who led the defence team in the action, said the result was a validation of the truth defence: "We approached this case using the truth defence because we believed this was the best defence. Today is the validation of the truth defence."

"Never has Australia seen a media defendant face such challenges from a plaintiff and his funders. This is an enormous and epic win for freedom of speech and the right for the public to know," he added.

The reputational stakes are always high in defamation trials but in the Ben Roberts-Smith v Nine case, a loss for Nine would have resulted in a considerable award of damages and a substantial order for costs and, according to Bartlett, "a major



### Special recognition

goes to Peter Bartlett for maintaining a 'Star Individual' ranking and Dean Levitan an 'Associate to Watch' in the Media category



### Finalist, Professional Services Firm of the Year

ANZIIF Australian Insurance Industry Awards 2023

change in the way lawyers give media companies advice."

"The decision vindicates the decisions taken by Nine despite the costs of defending the case and the resources of Ben Roberts-Smith's team," said Bartlett.

The year-long defamation action has lived up to its reputation as one of the largest defamation cases in the world.

"I feel proud to have worked on such a significant case with a tremendously talented team," said Bartlett.

## PepsiCo – precedential royalty withholding tax and diverted profits tax decision released

In 2023, MinterEllison’s Tax Controversy team acted for the Commissioner of Taxation in a landmark Federal Court matter. The case is expected to have significant implications for multinational groups and how intellectual property is licensed to Australian entities. This was the first case to test the new Diverted Profits Tax (DPT) provisions that came into operation in July 2017.

Broadly, the case considered whether PepsiCo was liable for royalty withholding tax in respect of payments made by a local bottling company that were said to be for the concentrate used to make Pepsi drinks. In addition to the concentrate, the relevant legal agreements provided the local bottling company access to trademarks and other intellectual property such as instructions on how to make Pepsi drinks. However the legal agreements described the payments made by the local bottling company as being for the concentrate only. The Commissioner argued that the payments were to some extent consideration for the use of intellectual property and therefore PepsiCo was liable to royalty

withholding tax. In the alternative, the Commissioner argued that if it was found that royalty withholding tax was not payable, then PepsiCo had entered a scheme with a principal purpose of avoiding the royalty withholding tax provisions and the DPT provisions applied so that Pepsi would be then liable to a penalty tax.

The Court decided that the payments made by the local bottling company included consideration for the use of intellectual property and therefore PepsiCo was liable to royalty withholding tax. The Court also reached the same for Stoke-Van-Camp (SVC) which owns intellectual property relating to Gatorade and other PepsiCo group non-carbonated drinks.

In reaching this conclusion, it was necessary for the Court to determine the quantum of the royalties PepsiCo and SVC were liable to pay withholding tax on. Both parties put on expert evidence which considered the value of the intellectual property being licensed to the bottler in respect of drinks including Pepsi, Mountain Dew



### Law Firm of the Year

Labour and employment law,  
2023 The Best Lawyers in Australia™



### Most rated law firm in Australia

2024 Chambers Rankings

and Gatorade. The Court preferred the expert evidence put forward by our client, the Commissioner of Taxation.

Although the Court found PepsiCo and SVC to be liable to royalty withholding tax and did not have to consider the application of the DPT provisions, it did conclude that Australia’s diverted profits tax rules would have applied if it was found that no royalty withholding tax liability arose for PepsiCo and SVC under Australia’s royalty withholding tax rules.

This case is perhaps one of the most significant tax cases in the last decade. It has attracted attention of tax professionals globally and will have ramification not only in Australia, but also in other jurisdictions.

## MinterEllison teams with Latham & Watkins on Aēsop sale to L'Oréal

MinterEllison has acted as Australian and New Zealand legal advisor to L'Oréal on its acquisition of Melbourne-based skincare group Aēsop for AUD\$3.7 billion. The deal is the largest for any luxury brand in Australia.

The transaction was conducted across numerous jurisdictions and is the largest brand acquisition by the French global beauty company, L'Oréal.

Aēsop is an Australian luxury cosmetics brand, known for its plant-based and natural ingredients for skin, hair and body products and is owned by Natura & Co. Founded in 1987 in Melbourne, Aēsop has grown into a global brand in luxury retail.

MinterEllison supported the Latham & Watkins deal team. The MinterEllison team was led by Partners, Louella Stone and Siobhan Doherty and supported

by lawyers in Australia as well as New Zealand-based MinterEllisonRuddWatts. A multi-disciplinary team of experts including corporate, foreign investment, competition, employment, privacy, finance, property and tax worked to tight deadlines to support signing in April 2023 and completion in August 2023.

Louella Stone said, "We are delighted to have worked with Latham & Watkins on this landmark acquisition for their global client, L'Oréal, of a homegrown Australian brand icon".

Siobhan Doherty said, "It was fantastic to bring together a high-calibre, multi-disciplinary, cross-jurisdictional team of experts to bring this deal to a successful outcome. It demonstrates the depth of experience of the MinterEllison team in executing on complex cross-border transactions".



### Consumer M&A Legal Adviser of the Year

Mergermarket M&A  
Awards Australia 2023



### Finalist, M&A Deal of the Year

IFLR Asia-Pacific  
Awards 2023



### Kate Koidl, M&A Partner of the Year

Lawyers Weekly Partner  
of the Year Awards 2023



### Con Boulougouris, Finalist, Australian Dealmaker of the Year

2023 Australasian  
Law Awards



# A firm that's on the leading edge of innovation and digital transformation

We are fostering a leading edge culture and commitment to investing in our people's future skills. This includes providing our graduates with the training they need to use technology to help limit the 'pain and mundane' of certain tasks and learn more strategic and commercial skills.

## Leading edge tech and training

We are one of only two Australian law firms on the **Microsoft Copilot Early Access Program** and one of only 600 companies worldwide to be invited to participate. Copilot combines the power of large language models (LLMs) with your data in Microsoft 365 apps and provides real-time intelligent assistance, enabling users to enhance their creativity, productivity and skills.

We have a **Digital Academy** that is continually evolving including Badges for specific training such as Bot Building and Legal Project Management. Participation in the Digital Academy is rewarded with our **award winning internal cryptocurrency - Mintcoin™**, which can be traded for Prezee vouchers.

Access to an innovation learning program, including monthly **Minters Mini Hacks** where you can learn and apply design thinking principles, **Innovation Ideas Exchange** where you can learn about digital and innovation initiatives being applied across the firm, as well as access to apply for the **MinterEllison Innovation scholarship**, which gives recipients access to mentorship from companies like Amazon and Josef, as well as traditional learning at a world class business school.

We have access to a tech stack that is second to none and continually expanding. We are building our own technology as well as investing in legal technology that aligns with our leading

edge posture, particularly in GenAI. Two MinterEllison tools you will have access to are:

### Chat with ME

Uses the latest GPT4 generative AI technology via the standard Teams chat interface that our people can use just like you would ChatGPT.

### MinterEllison Advice Generator

Leverages our library of advice and precedents, as well as publicly available legal insights, to produce draft pieces of advice that are about 80% complete in 30 seconds.



### Nominated in four categories, 2023 Asia Pacific FT Innovation Awards

- Most innovative law firm in Asia-Pacific
- Innovation in Digital Legal Practice
- Innovation in Responsible Business
- Innovation in Training & Development



### Highly Commended in Responsible Business

Financial Times Innovative Lawyers 2022 Asia-Pacific



### Top 10 in Professional Services category

AFR BOSS Most Innovative Companies 2023

## International focus

MinterEllison has a strong international network which provides global reach with local expertise, enhancing client service across jurisdictions. We maintain these relationships while remaining independent which ensures decision-making that serves client interests and offers flexibility in crafting strategies.

Through these networks, the firm has developed strong, trusting relationships with global clients, while maintaining a commitment to service excellence. Thus, the blend of global reach, local expertise, and personalised service fulfills evolving client needs.

### Number of offices:

8  
Aus

3  
Asia

2  
NZ

1  
UK

**Our networks provide international opportunities. Hear from Alberto and Sam about their time on the World Law Group (WLG) exchange.**

## Alberto DeAngelis in Chicago

### **Tell us about your experience while working within the Faegre Drinker Biddle and Reath team in Chicago.**

I was seconded to Faegre Drinker Biddle & Reath in their Chicago office. Others participating were from firms in Ireland, Denmark, the UK, Peru, Brazil, Poland, and Spain. The other secondee to Chicago was a lawyer from a Spanish firm, who instantly became my buddy for after-work drinks and exploring Chicago.

While in Chicago, I continued to work on MinterEllison matters, so a typical workday was quite similar to one at

Minters, albeit with some adjustments for time differences. I was able to progress tasks while the team in Sydney was offline, and they were able to pick them back up when they logged back on.

The main difference was the amount of networking. We had lunch each day with different lawyers from Faegre Drinker and attended several firm events. Interestingly, I was also regularly overdressed. Chicago lawyers have held on to some of the COVID changes and only suit up for court or client meetings. I think I only saw two other lawyers wearing suits while on secondment.

My secondment experience helped me understand the importance of relationships in my career. I now have a whole new network of lawyers with whom I am in contact. It was interesting to hear Partners speak about working with MinterEllison lawyers and clients that had been referred between the two firms.

Anyone considering a secondment should seize the opportunity. For a relatively short investment of time, you can build your network and gain invaluable experience.



MinterEllison | Early careers







## Sam Currie in Mexico

### **Tell us about your experience while working within the Santamarina y Steta team in Mexico.**

I had the best time working in Santamarina y Steta. I was paired with a trainee solicitor from Dublin, Ireland, and together we were shown around the three offices of Santamarina y Steta in Mexico City, Monterrey and Queretaro.

The lawyers and support staff were all incredibly friendly, being a much smaller firm than MinterEllison, we had the opportunity to meet most of the Partners and lawyers during our stay. Each day, we were treated to lunch (and on many days, dinner as well), hosted by a different group of lawyers.

The exchange program was really a once in a lifetime opportunity. The WLG exchange program offers the

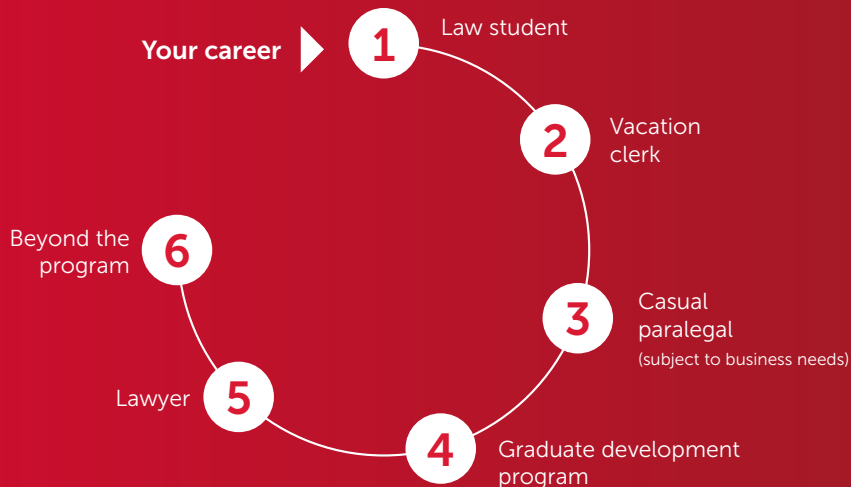
chance to experience life as a lawyer in a completely different jurisdiction. As you continue to do your own work from Australia, there is no pressure to attempt to practice a completely different governing law (although there is plenty to talk about as you compare laws).

Feed your curiosity



# Learning that is designed for you

Passion, energy and determination are what you'll need to excel in the legal profession. At MinterEllison we are committed to a culture of excellence and our learning programs focus on helping you develop throughout your career with us. Legal practice has a steep learning curve when you start out, and we provide award-winning, dedicated programs to support you in the all-important early years of your legal career, and beyond. Through these programs, you will have every opportunity to develop both professionally and personally.





### Law students

We love to meet students considering a career in law!

MinterEllison people attend a variety of careers fairs, information sessions and networking events throughout the year, so you get to meet us in person.

Our Meet ME series is an online series for students to provide you with an insight to what life is like at MinterEllison as well as providing tips and advice.

We also provide in-person sessions for pre-penultimate year students in our offices. Keep an eye on our website for details.



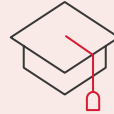
### Our Clerkship Program

Our clerkships offer you real-life work experience. A comprehensive orientation program and learning on the job will help you build your legal skills.

You will work closely with Partners and lawyers on active matters, help meet deadlines and produce quality work. You will be allocated a senior supervisor for day to day support and a buddy for extra insight and advice.

Our Clerkship Programs run over the summer and/or winter holidays depending on the location.

This program is most suitable for students in their penultimate or final year of their law degree.



### Our Graduate Program

Most of our Graduates join MinterEllison after completing a clerkship with us, but that isn't the only pathway. Our Graduate Program provides you with the on-the-job skills and learning you need to succeed as a lawyer. Our program includes a tailored orientation and learning program, completion of your Practical Legal Training funded by the firm, and support with your admission process. You have the opportunity to experience three 6 month rotations across different practice groups where you will be exposed to different clients, teams, and matters of all kinds.



### Lawyer and beyond!

After developing your skills and building on your technical and business knowledge through our Graduate Program, you are set up for a successful career as a commercial lawyer. Development doesn't stop at the end of the Graduate Program, you will have a career ahead of you which will be filled with different clients, exciting deals and matters and the opportunity to collaborate with our exceptional national and international teams. Career paths aren't always linear, and your career might end up in places or teams you never expected!

We are looking forward to you exploring a world of opportunities with us.



### Winner, Most Popular Clerkship Employer

Top100 Graduate Employer Awards 2024



### Finalist, Most Popular Law Employer

Top100 Graduate Employer Awards 2024



### Winner, Most Popular Clerkship Employer

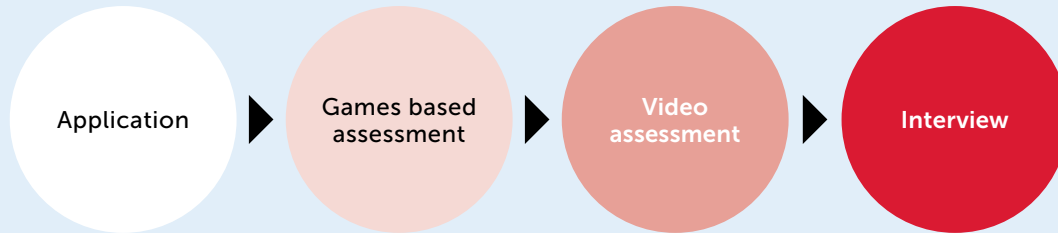
Top100 Graduate Employer Awards 2023



### Finalist, Most Popular Law Employer

Top100 Graduate Employer Awards 2023

# Application process



Application dates differ for each state so please check our careers website for the details, to ensure that you don't miss any deadlines.

## 1. Application and games based assessment

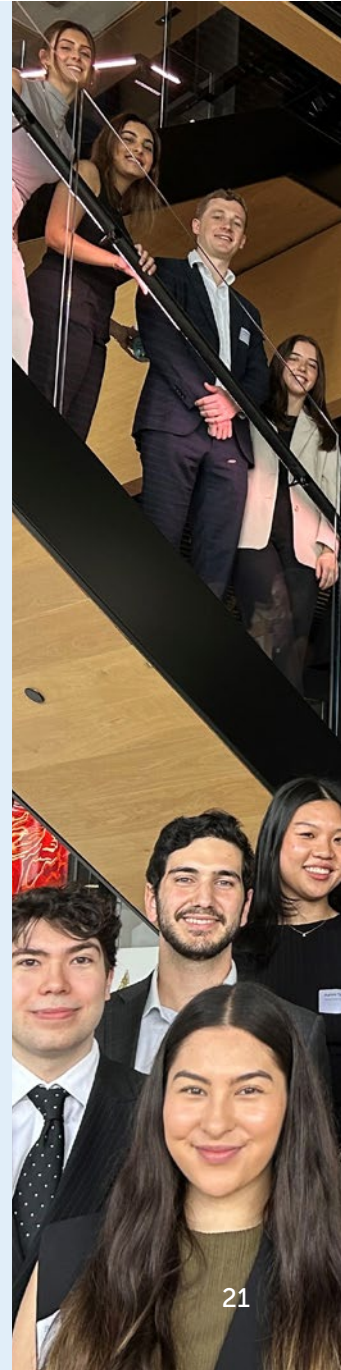
Our online application form will ask you to submit your resume, and most recent academic transcript. You will also be asked several key questions that are designed to help us understand you better as an individual.

### Top tips:

- Tailor your application – ensure your application documents are not only addressed to the right firm, but demonstrate why MinterEllison is right for you.
- Proof read – attention to detail is an incredibly important skill for a lawyer. Take some time to ensure your application documents are accurate, well written, and free of typos.

You will then be invited to complete a Games Based Assessment.

Games based assessments measure competencies for cognitive abilities including mental agility, working with numbers, visual and spatial awareness as well as emotional intelligence. It takes approximately 10 minutes to complete the games based assessments.



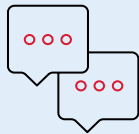
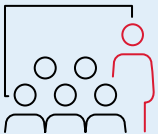
## 2. Video assessment

If your application is shortlisted at the first stage, you will be invited to complete a short recorded video assessment.

A video assessment is just like a video call, in which you will be asked pre-recorded questions. This assessment provides us with the opportunity to get to know you a little better, and also allows you to tell us what you cannot put into words on your resume and application.

### Top tips:

- Practice makes perfect – make full use of the practice questions. These will allow you to think about your skills and experiences and articulate your response confidently within the timeframe.
- Be yourself and don't overthink it – just be authentic and let your personality and skills do the talking.
- Check the audio visual and camera settings on your computer and ensure you have a strong internet connection.



## 3. Interview

If your application and assessments are successful, you will be invited to attend an in person interview at one of our offices.

Your interview is the perfect opportunity for us to know more about you and what you are looking for in an employer. It is also an opportunity for us to tell you about the firm and answer any questions you might have.

Our interview structure differs slightly from office to office but normally you would be interviewed by at least two people – they could be a mix of Senior Lawyers, Partners or our Talent team.

### Top tips:

- Be prepared and do your research – re-read your application documents as we are going to ask you about all the things you have done. Also do your research into our firm so that you are well-equipped to explain what drew you to MinterEllison.
- Practice – practice your examples with a friend to build confidence in your delivery. It's always comforting to walk into an interview with solid examples you feel confident articulating.
- Ask questions – this is your opportunity to learn more about the firm and build rapport with the people interviewing you. Asking insightful questions will help you decide if Minters is the right firm for you.

# Oscar Tuckfield shares his career journey, hints and tips

## **Tell us a bit about yourself?**

I studied a double degree of Commerce/Law at Monash and joined MinterEllison as a clerk in July 2022. After my clerkship I spent the rest of the year travelling around Europe and the US. Outside of work I love to read, play golf (poorly) and support the mighty Saints in the AFL.

## **Where did you clerk and why?**

I clerked in Finance Solutions and Construction. I really enjoyed finance and economics at university. I thought clerking in finance would be a great opportunity to learn further about the role of a law firm in providing financial accommodation on a large scale. Similarly, I was eager to get some experience in the construction team to see that side of large development projects. This was boosted by the fact that Minters had just recently completed a number of high-profile public private partnership (PPP) projects and I was told it was a great time to join the team, as there was a lot of interesting matters to get involved in.

## **What practice areas have you worked in?**

I started as a graduate in the Transaction Solutions team, before doing my second graduate rotation back in the Finance team. Each team is different, varying in size and dynamic, however, the consistent theme is the quality of people across the firm. It was great to start in the Transaction Solutions team, because the group is busy and there are so many opportunities to get involved in a diverse range of matters. The Finance team is a smaller practice group with a great culture. The smaller nature of the team, meant I was able to take on some additional responsibility and work directly with senior lawyers, which I enjoyed.

## **Can you share some of the key skills you believe were crucial during your clerkship?**

One of the most essential skills during a clerkship is having an eye for detail and being able to do the little things correctly. It sounds obvious, but as a clerk the most important thing is

to take care in your work and ensure you get the finer details correct, this allows you to develop trust with senior team members and be offered more responsibility as the clerkship goes on.

## **How has the clerkship shaped your career path or influenced your areas of interest within law?**

My clerkship confirmed my initial suspicions, that I wanted to be a commercial lawyer working in an area of law relating to finance / economics. Having learnt so much from my two rotations, I understand that having diverse experience and building a broad range of legal skills is only going to benefit you in the long run. That's why rotating through different teams as a clerk and as a graduate is so beneficial, because it exposes you to a range of different fields, laws and methods of problem solving. It is easy to be determined to settle in one area of law, but you never know how much you might enjoy another area of law, even unexpectedly, and that's why it is essential to have an open mind and a positive attitude.



### **How has the team at MinterEllison helped to support you?**

As I touched on before, each team I have worked on has varied in size and dynamic, but the one thing that really carries across the firm is quality of the people. Everyone I have worked with has invested in me and taken time to teach me, which I am extremely grateful for. If you have a good attitude, work collaboratively with your supervisors and show that you care about what you are doing – they will be there to support you, train you and help you as you develop as a junior lawyer. There is a fantastic support network at MinterEllison. We are fortunate to have a great graduate cohort to lean on, staff Partners that are always available for a chat or for guidance and a plethora of senior lawyers who are willing to get a coffee and have a chat or provide assistance when needed.

### **What advice would you give to new graduates embarking on their clerkship at MinterEllison?**

My advice would be to say yes to absolutely everything. Get across as many diverse matters as you can to start building up your knowledge base and your legal skills in different areas. Take care in your work and make sure the work product that you are providing is well-presented and thoughtful. It is essential to keep in mind who you are preparing the task for and how they are going to use what you provide in their own work – the easier you can make it for the person that is reviewing your work, the more helpful you will be. Soak up every opportunity you can in your time at the firm, always try your hardest and enjoy the social activities that the firm has to offer. View the clerkship as an opportunity to learn and to build relationships, a positive experience, not something to be overwhelmed by.



**//**  
**Everyone I have worked with has invested in me and taken time to teach me, which I am extremely grateful for."**

**Oscar Tuckfield  
Lawyer**

An inclusive  
culture



# Supporting our people

At MinterEllison, we champion and advocate for inclusion. We do this because our diversity is our greatest strength and is fundamental to our character and identity.

Among our clients and markets, we are known for our diversity of skills, perspectives and expertise.

We know that when we bring together diversity of thinking, skills, experience, genders, backgrounds, orientations and abilities, and create inclusive ways to listen, learn and devise truly unique solutions, we thrive and we deliver excellent results for our clients, people and communities.



# Diversity and inclusion

2,500+ total number of Partners, consultants and staff

65% women in the firm

34 languages spoken by our people

94+ D&I educational and awareness sessions



Employer of Choice for Gender Equality by the Workplace Gender Equality Agency



Gold Employer in the Australian Workplace Equality Index



Founding member Corporate Mental Health Alliance



# Our people

When we support one another to thrive we generate the best ideas, build better relationships and deliver the best results.

**34%** caring for children

**29%** identify as having an ethnic or cultural background

**6%** caring for relatives who are elderly, ill or have a disability

**7%** identify as LGBTQ+

**5%** both child/children and relatives who are elderly, ill or have a disability

**3%** identify as having a disability



A passion for  
social justice



# Pro bono and community investment

We know that our ability to create a positive social impact is strengthened when we bring the whole of MinterEllison together to collaborate with our community partners.

Our commitment to addressing unmet community need through the provision of pro bono legal services is the core element of our social impact strategy. Our Pro Bono and Community Program is also fundamental to the Firm's strategy and our broader sustainability initiatives.

As a purpose-driven organisation, our people are determined to use their skills, expertise and our networks of influence to address complex social challenges. We work in conscious collaboration with our community partners and others who share our values including partnering with our clients.

Our work is shaped by listening, engaging and responding to address cycles of disadvantage and the needs of the most vulnerable in our communities. We recognise the opportunity we have to create

sustainable value whether by providing pro bono legal advice, mentoring school students, or through professional volunteering and providing in-kind assistance. Through our charitable giving program our MatchME funding amplifies campaigns led by people throughout the Firm.

Our focus on strengthening the social enterprise sector – through capacity building, including shared values and partnering with clients such as our support of the Westpac Foundation's work, makes a significant contribution to driving systemic social change.

Our Pro Bono and Community Investment Program is driven by a deep commitment to human rights directed across our interconnected strategic pillars and our Reconciliation Action Plan.

In the past year, the firm has invested over 60,000 hours in pro bono legal support to individuals, not-for-profits and social enterprises, seeking to create sustainable futures across our communities.



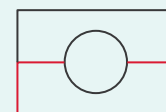
**Human rights and access to justice**



**Homelessness (including domestic and family violence)**



**Empowering youth**



**First Nations empowerment**

# Impact by the numbers: our achievements

## Time



**63,563 hrs**

of pro bono services provided

**53 hrs**

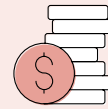
of pro bono work per lawyer  
(on average)



**10,000+**

hours of community investment

## Financial impact



**\$23M**

of pro bono legal services



**\$313K**

donated for community relief initiatives





## Technology consulting



**314**  
pro bono hours  
**\$106K**

## RAP pro bono



**124**  
clients



**7000**  
hours



**Keith Rovers,  
Individual  
Achievement  
Award**

2023 Australian Impact  
Investment Awards



# Ji Sheng shares her career journey, hints and tips

## **Can you share some of the key skills you've developed during your first year as a graduate?**

In my first year as a graduate, I had the opportunity to rotate through the health and competition teams. In contrast to my experience as a clerk and paralegal, the length of the rotations and the ability to work directly with Partners allowed me to develop more skills and strengthened my ability to conduct in-depth research and analysis. I also found my capacity for clear and effective communication increased with the workload, as I became more accustomed to managing tasks and responsibilities with greater confidence.

## **How important has networking and professional relationships been in your career journey so far?**

Professional relationships have been very important for me, especially in helping me choosing my rotations. The networks I built during the clerkship and my paralegal days opened doors to new opportunities and provided insights into different areas of law. I was able to confide in and seek advice from more experienced lawyers to give me an inside look into teams when choosing my preferences for the graduate rotation. Their experience allowed me to gauge which teams were a good fit for my personality and goals.

## **What are some of the most rewarding aspects of your job?**

One of the most rewarding aspects of the graduate program has been feeling valued for my contributions and receiving constructive feedback after tackling daunting tasks. Knowing my work is appreciated is a real confidence booster.

## **How do you see your career progressing from here? What are your future goals?**

The flexible structure of the graduate program has been great in opening up opportunities for me. Before I delve into my final rotation, I'll be stepping away briefly to serve as a tipstaff for a Supreme Court judge. I am grateful for the many areas of law I was able to experience in the past year and can't wait to begin my final rotation to see where my career takes me. It will be a tough decision choosing between the teams and locking in on a specific career goal.

## **Can you talk about a matter that you found particularly interesting?**

I recently had the opportunity to be involved in a school's decision to pursue co-education. It was my first time experiencing a high level of cooperation between different teams at MinterEllison. It was enriching to see how every team contributes to providing cohesive advice to the client. The nature of the matter made it more interesting, given the high public interest, almost everyone had a viewpoint sparking interesting discussions.

## **What advice would you give to future graduates to help them succeed in their first year?**

My advice to future graduates would be to seize every opportunity, don't hesitate to ask questions or seek advice – every interaction is a chance to learn. Embrace challenges with a positive attitude, every single person has been through the same stepping stones, don't be shy!



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The flexible structure of the graduate program has been great in opening up opportunities for me."

Ji Sheng  
Lawyer

Get in touch with us  
[graduates.minterellison.com](https://graduates.minterellison.com)



Curious?  
Scan the QR code to learn more.

MinterEllison.