

Uniquely

ME

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.

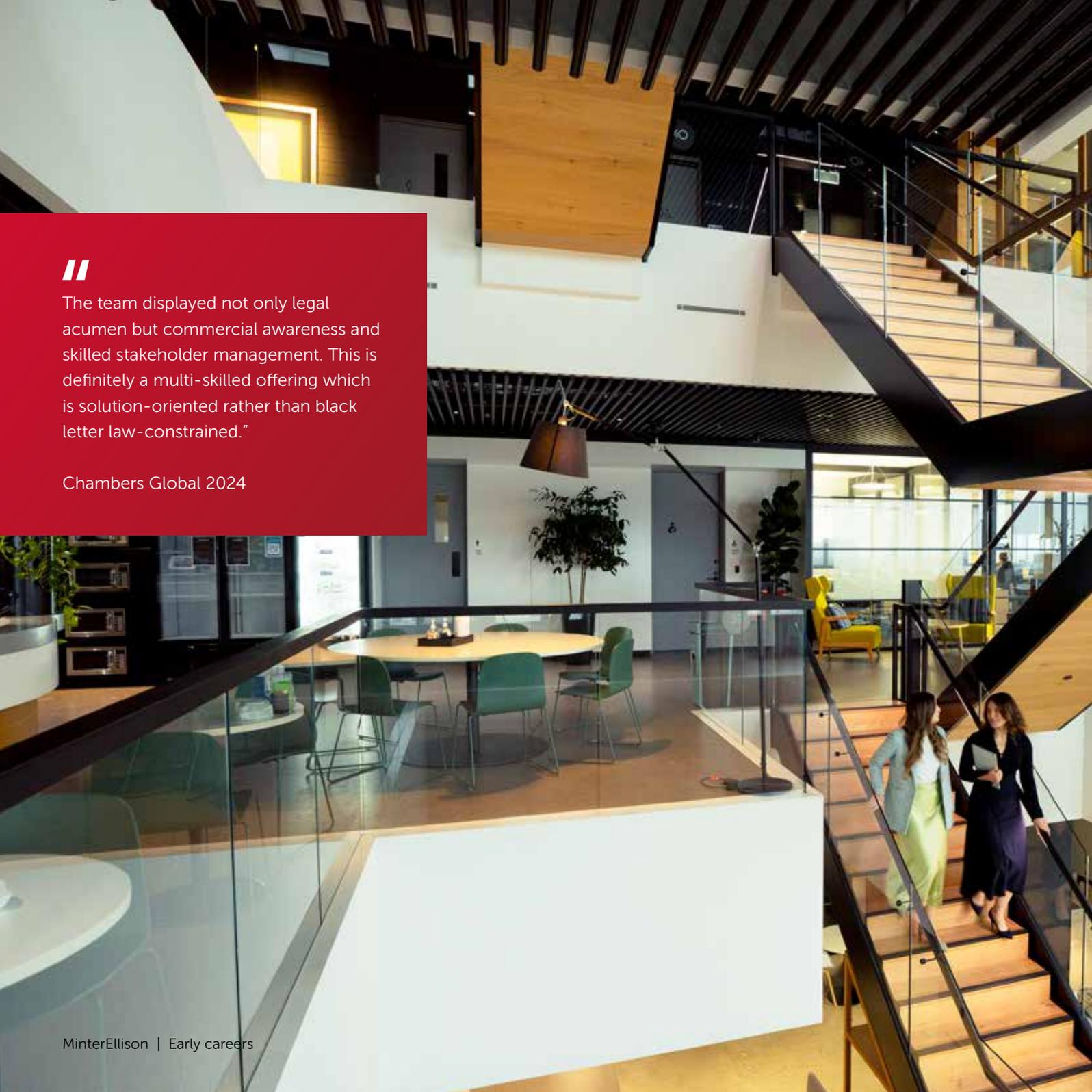
Find the work that feeds you

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 these pages you will find out what makes MinterEllison **Uniquely ME.**

1. Collaborate with the best: work with the best minds in the business

Embark on a career filled with diverse clients, engaging transactions, and cases, plus the ability to work alongside our outstanding teams.

2. Embody excellence: great roles in great matters

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

3. Ignite your curiosity: dive into a culture of innovation

We do things differently – we bring together brilliant minds across legal and consulting. We're industry leaders in AI and digital technology.

4. Achieve your ambitions: develop the skills for tomorrow

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

5. Belong and be valued: bring your whole self to work

We want our people to be able to bring their whole selves to work and find their purpose. Find out more about our award-winning culture.

**Collaborate
with the best:**
work with the
best minds in
the business



Our practice areas

At MinterEllison, our commitment to the growth of our clerks and graduates is second to none. From day one, you'll work on real client engagements which will equip you with the real-world exposure you'll need to navigate the professional landscape. We ensure that you're armed with the technical and business knowledge required to realise your career ambitions. In an environment that's changing rapidly, we're driving digital transformation and embedding a culture of curiosity.

Our lines of business



Capital markets and corporate

- Banking and Finance
- Energy, Resources and Projects
- Financial Services and Funds
- Mergers and Acquisitions / Capital Markets



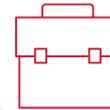
Infrastructure, construction and property

- Environment and Planning
- Projects, Infrastructure and Construction
- Real Estate
- Real Estate – Stream Solutions



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

MinterEllison Consulting: a strategic partner in business transformation

Our MinterEllison Consulting teams understand that businesses today face increasingly complex challenges.

Our consulting services are designed to provide integrated solutions that help organisations navigate these challenges and achieve their strategic goals.

We combine the agility and specialised expertise of a boutique consultancy, with the robust capabilities of a leading Australian law firm.



See below our consulting service offerings



Technology

We help protect and optimise our clients' technology investments, ensuring they are strategically aligned with their business needs.

Our services include strategy and design, transformation and delivery assurance, sourcing and commercial assurance, and investment protection and optimisation.



Cyber Security

Our team offers comprehensive cyber security services, from risk identification and management to incident response and recovery.

We provide tailored solutions to protect systems, data and capabilities against evolving cyber threats.



Risk and Regulatory

We help clients secure their risk foundations, ensuring compliance, and protecting their reputation.

Our services cover governance, risk and compliance, financial crime, fraud and forensics, and system, data, and analytics.



Education

Our team, including experts from Wells Advisory, offers strategic and regulatory advice to higher education institutions.

We help with governance, business planning, strategy development, and compliance management.



Legal Optimisation

We support in-house legal teams to enhance operational efficiency, developing high-performing teams, and providing strategic client service.

Our services include performance diagnosis, process review and redesign, and technology solution development



Environmental, Social and Governance

We help organisations future-proof against Environmental, Social, and Governance (ESG) risks.

Our services include ESG exposure assessment, ambition setting, planning and implementation.



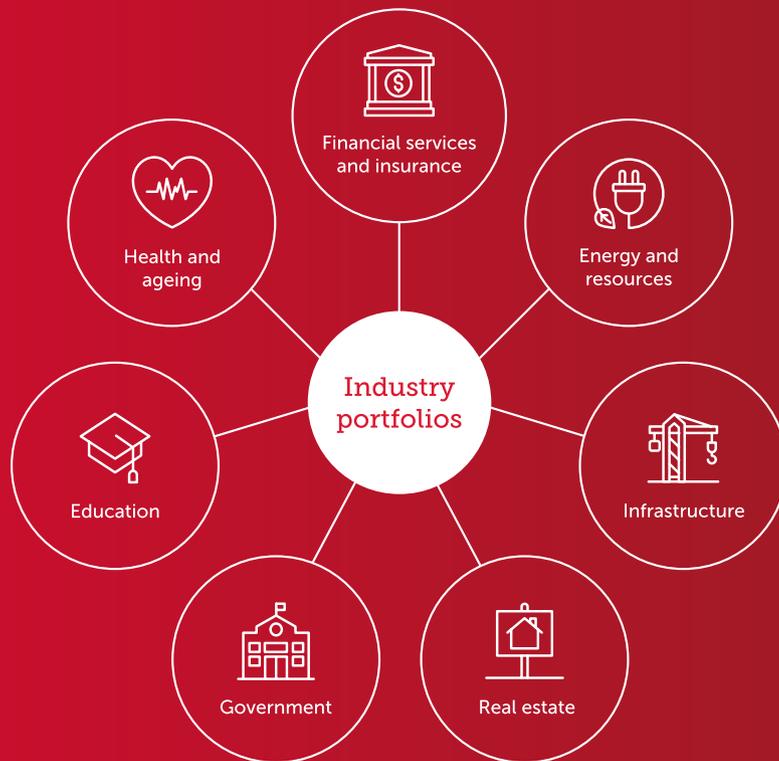
Our consulting approach is fiercely independent. We pride ourselves on offering unbiased, actionable advice that is tailored to our clients' unique needs.

As one firm with diverse skills, our complementary teams unite legal and consulting expertise to tackle complex challenges, providing our clients with a comprehensive support system.

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 them and their businesses.



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.

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

Alberto DeAngelis 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'm 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.



**Embody
excellence:**
great roles in
great matters



Some recent great matters

Salter Brothers acquires Bannisters Boutique Hotels

MinterEllison has advised Salter Brothers on their acquisition of three iconic luxury boutique hotels in the Bannisters hotel portfolio comprising Bannisters by the Sea, Bannisters Pavilion and Bannisters Port Stephens.

The portfolio, located in Mollymook and Port Stephens NSW, features 145 rooms and world-renowned Rick Stein signature restaurants.

This acquisition is the latest addition to the Salter Brothers Retreat Fund platform which now contains 17 properties and follows completion of Salter Brothers' recent acquisitions including Kingsford the Barossa, the Escarpment Group and the Spicers Retreats portfolios, all of which were advised by MinterEllison.

Salter Brothers manages over \$4B in assets, with their hotel funds platform holding 41 hotels in Australia and the USA with over 5,000 rooms and over 50 restaurants and bars.

MinterEllison has partnered with Salter Brothers from its inception, handling all acquisitions across all of its fund platforms.

The MinterEllison team was led by partners Joseph Pace and Alice Langham.

Joseph Pace, said: "This acquisition is a testament to Salter Brothers' expertise and commitment to the hotel industry with a unique market leading platform that appeals to both the international and domestic corporate and leisure markets. It continues to be an absolute honour to be part of the Salter Brothers journey from fund inception in 2015 to best in class owner."



Law Firm of the Year

Real Property Law,
2025 The Best Lawyers
in Australia™



19 practitioners recognised

as Best Lawyers,
2025 The Best Lawyers
in Australia™



5 practitioners recognised

as Ones to Watch,
2025 The Best Lawyers
in Australia™



MinterEllison advises on Linfox Armaguard Prosegur Merger

MinterEllison advised Linfox Armaguard on its merger with Prosegur Australia, securing both ACCC and FIRB approvals in the process.

Linfox Armaguard and Prosegur Australia are the two largest cash transporters for banks and ATMs. Against a background of declining cash usage in the economy, the merger sought to reduce overheads and maintain cash as a safe, cost-effective payment option in the Australian economy.

Post-merger, Armaguard is 65% owned by Linfox and 35% owned by Prosegur.

Finalised in early September, MinterEllison advised on all aspects of the transaction for Linfox Amaguard. This included securing from ACCC authorisation to pre-completion restructuring, due

diligence, undertaking all transaction documentation and negotiations, and addressing workplace relations, tax and intellectual property components.

The transaction was led by M&A Partner Matthew Hibbins and supported by Competition partners Katrina Groshinski and Paul Schoff.

Matthew Hibbins commented: "We are proud to have worked on this significant transaction, endorsed by the regulators. A merger that secures the future of reliable, sustainable access to cash in the Australian economy, and brings together the strengths and expertise of Linfox Armaguard and Prosegur to secure a smarter future for the businesses and the community."





Financial Times Innovative Lawyers Awards 2024

Innovative Lawyers in Dispute Resolution for the Ben Roberts-Smith v Nine defamation case.

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 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.

\$3B Qantas-Perth Airport deal ignites WA's largest infrastructure expansion with MinterEllison's support

In May 2024, Qantas, Perth Airport, and the Western Australian Premier announced a landmark agreement, marking a significant milestone in the state's infrastructure development. The \$3B investment will fund the construction of a new integrated international and domestic terminal, as well as a second runway. This development is a key component of a broader \$5B expansion project for the airport, which also includes the addition of a new hotel, expanded car parking facilities, and a comprehensive road network upgrade.

This momentous deal represents the largest non-mining infrastructure investment in Western Australia's history and is the most substantial airport deal ever undertaken by Qantas. The expansion cements Perth Airport's role as Qantas' strategic western hub, facilitating the airline's plans to:

- Broaden direct flight services to Europe, India, and Asia, and in the future, to South Africa, complementing Sydney's position as the eastern hub.
- Enable Jetstar to extend its reach to additional destinations within Western Australia, enhancing connectivity and accessibility for travellers.

Our team, including partner Anthony Poynton, supported Qantas during complex negotiations this year. The agreement also settled long-term litigation in the Federal Court of Australia and the Supreme Court

of Western Australia, showcasing the dedication of Beverley Newbold, partner, and our Sydney litigation team. Lee Rossetto, Managing Partner Infrastructure, Construction and Property, and his team managed about 35 new leases, essential to the operational side of this transformative deal. Our collaboration underscores our firm's dedication to delivering legal services that align with clients' strategies and foster regional economic growth.





Ranked
Tier 1 for
12 practice
areas

Legal 500
Asia Pacific

J-POWER fuels green revolution with \$381M acquisition of Genex Power

MinterEllison advised Electric Power Development Co Ltd (J-POWER), one of Japan's largest electricity utility companies on its \$381 million acquisition of 100% of the shares in ASX-listed Genex Power Limited (Genex) which implies an enterprise value of \$1,035 million, by way of a dual track scheme of arrangement and concurrent off-market takeover offer.

J-POWER and Genex entered into a Transaction Implementation Deed in April 2024 which provided for the acquisition by J-POWER of all of the Genex shares on issue (that J-POWER did not already own) by way of a scheme of arrangement for \$0.275 per Genex share (Scheme); and a simultaneous off-market takeover offer (Takeover Offer) for \$0.270 per Genex share, conditional on (among other conditions), the Scheme not being approved by Genex shareholders,

and J-POWER having a relevant interest in at least 50.1% of the Genex shares on issue.

A multi-disciplinary deal team was established to guide J-POWER through the transaction. The MinterEllison team was led by partners, Geread Dooley, and Con Boulougouris.

Partner, Geread Dooley, shared "We congratulate J-POWER on completing such a significant transaction today. This is another excellent example of MinterEllison supporting its Japanese clients with their most important and complex deals in Australia".

And partner, Con Boulougouris, said "We're thrilled to have advised J-POWER on this strategic acquisition. This is only the eighth time the dual track scheme/takeover transaction structure has been deployed in



Australian public markets, and we're proud to have helped J-POWER make its successful acquisition of Genex using this innovative deal structure".

Poppy Donovan, Lawyer, Brisbane shares her career journey, hints and tips

Tell us a bit about yourself and your time so far at MinterEllison.

I joined the Brisbane MinterEllison Graduate Program in 2023 after undertaking a Judge's Associateship in the District Court in 2022. My first year at Minters has been a memorable one – I've met so many wonderful people, been warmly welcomed into each new team as part of the rotation program, and supported to develop a strong foundation of legal skills and knowledge.

What was it that attracted you to MinterEllison?

While Minters has a strong reputation for providing excellent services and solving complex client challenges, what ultimately drew me to Minters was its uniquely people-focused culture. It was the knowledge that partners and senior lawyers were down-to-earth and genuinely interested in investing in their juniors; offering consistent one-on-one time, involvement in exciting matters, organising team bonding activities, and offering regular constructive feedback. Ultimately, this creates a culture where employees support one another and look forward to coming to work each day.

What rotations have you done?

I have undertaken two rotations to date, including in the Insurance and Corporate Risk team, and the Workplace team. In both teams, I have been afforded the opportunity to join client conferences, attend court, prepare complex advices, reports and court documents, and undertake pro bono work. From day one at Minters, I was encouraged to challenge myself and give everything a go.

What has been a highlight at work for you?

A highlight for me has been my involvement in the Minters 'buddy' program: being a buddy to the incoming summer and winter clerks, speaking to the clerks about my time at Minters, and supporting them through the clerkship process (which I know from experience can be very nerve-wracking). It's been really fulfilling to be able to use my own clerkship experiences to help others navigate an important stage in their legal career.

How much exposure have you had with international transactions or matters?

Over the past year at Minters, I've been involved in a range of matters with clients across various industries. I have spoken with people in major Australian cities, small regional communities, and across the globe. One particular matter, which had an international element, was a workplace investigation. We spoke with executives located in Brisbane, Sydney, Paris, Scotland and Singapore to investigate allegations relating to conduct by high level executives at an international organisation.

What has been your most memorable moment so far?

My most memorable moment at Minters so far was being asked by an Insurance and Corporate Risk Partner to appear in the Supreme Court for a matter with more than 12 Defendants. I never imagined I'd be given this opportunity so early on in my career!



//

While Minters has a strong reputation for providing excellent services and solving complex client challenges, what ultimately drew me to Minters was its uniquely people-focused culture."

Poppy Donovan
Lawyer

Based in Brisbane, Queensland

- Collaborate with the best
- Embody excellence
- Ignite your curiosity
- Achieve your ambitions
- Belong and be valued

Unia



queely



**Ignite your
curiosity:**
dive into a culture
of innovation



The leading edge of innovation and digital transformation

We're fostering a leading-edge culture and are committed 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.

//

The firm's innovation and digital transformation agendas have never been more exciting.

We want to be able to provide our people with the technology required to enhance their roles and the work they do for our clients, as well as foster a culture of innovation that always has us striving to do and see things differently.

It's the curiosity of our people that helps us to solve our complex business and client challenges."

Gary Adler
Chief Digital Officer



Winner:
**Knowledge and
Data – Advice
Generator**

Financial Times
Most Innovative Law
Firms, Asia Pacific 2024



Gary Adler
MinterEllison

Third place
Top 50 CIO
Awards 2024

Our AI strategy

We've set ourselves a bold ambition to have 80% adoption of AI tools by everyone at MinterEllison. This means being aware of both internal and external AI solutions that are relevant and available for their role and using a tool at least once a week, by March 2025.

To enable our people to use this transformative technology to benefit our clients, people and communities we are focusing on four tools.

- **Content Generator:** a smart AI-powered assistant that can help our people draft specific content, summarise documents, conduct research and analyse contracts.
- **Chat with ME:** our own version of ChatGPT within our secure Microsoft Teams environment that our people can use to ask general questions, get technical help, as well as draft and proofread short pieces of content.
- **Microsoft Copilot:** we were part of Microsoft's Copilot Early Access Program. We are one of only 600 companies globally, and 90 in Australia and New Zealand, to be invited to participate in the program. Copilot securely combines the power of large language models with our data in documents, emails and other content to rapidly enhance productivity.
- **Lantern:** a cutting-edge AI eDiscovery tool used to enhance document review processes in discovery, investigations and regulatory response.

We have a Digital Academy that is continually evolving, including specific training such as prompt engineering and writing with AI. Participation in the Digital Academy is rewarded with our award-winning internal cryptocurrency – Mintcoin™ which can be traded for gift vouchers.

Our people have access to an innovation learning program. This includes monthly Innovation Ideas Creator sessions where our people learn and apply design thinking principles, the Innovation Ideas Exchange where our people can learn about digital and innovation initiatives across the firm, plus the MinterEllison Innovation scholarship, which gives successful applicants access to mentorship from companies like Amazon, as well as traditional learning at world-class business schools.



**Achieve your
ambitions:**
develop the skills
for tomorrow



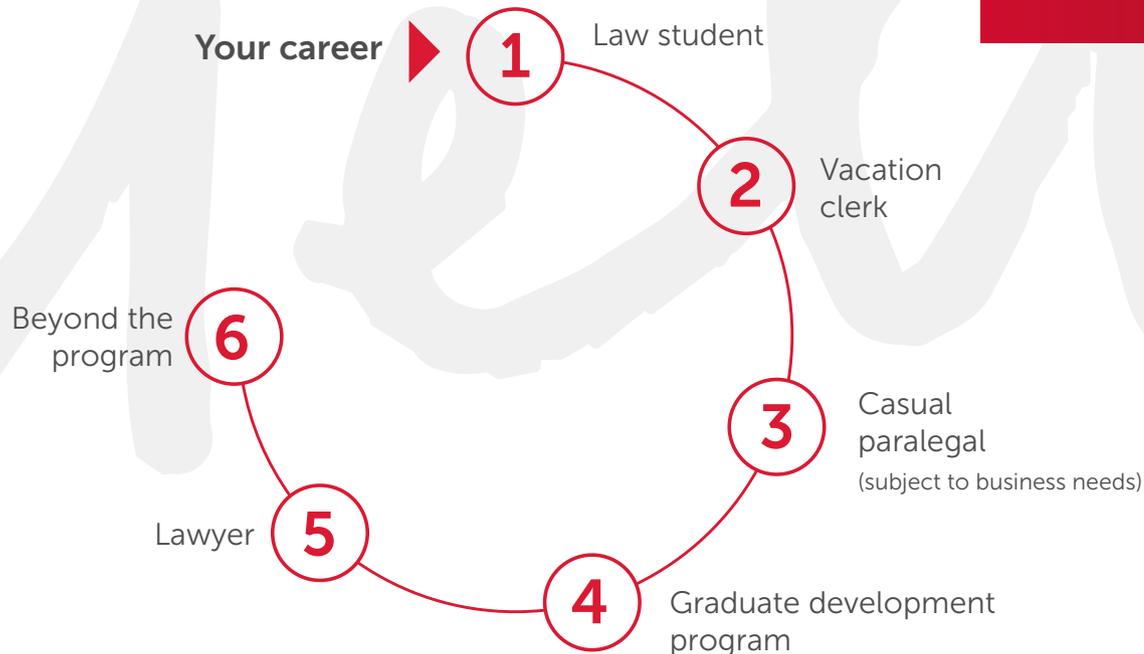
Learning that's designed for you

We believe that passion, energy and determination are essential to excel in the legal and consulting professions. At MinterEllison, we're dedicated to a culture of excellence, and our learning programs are tailored to support your development throughout your career with us.

Your legal career

Starting a legal career comes with a steep learning curve, but we're here to support you every step of the way. Our award-winning programs are designed to provide you with the tools and knowledge you need during the crucial early years of your legal journey and beyond.

Through these programs, you will have every opportunity to grow both professionally and personally.



Winner, Most Popular Clerkship Employer

GradConnection
Top100 Graduate
Employer Awards 2024



Finalist, Most Popular Law Employer

GradConnection
Top100 Graduate
Employer Awards 2024



Top 100 Graduate Employer

Prosple 2024



Law students

We love to meet students considering a career in law!

Throughout the year, we attend a variety of career fairs, information sessions, and networking events on campus at various universities, so you have lots of opportunities to meet us in person.

We also run two programs, Meet ME and Discover ME, to give students an insight into what life is like at MinterEllison, as well as providing tips and advice. Meet ME is an online series open to all law students, while our Discover ME series is an in-person program for pre-penultimate year students, with events and sessions held in our offices.

Keep an eye on our website for more details.



Our Clerkship Program

Our clerkships provide you with real-life work experience. Alongside a comprehensive orientation program, you'll participate in sessions designed to develop both your technical and business skills. You'll experience new technology offerings designed to develop the lawyers of the future.

You'll work closely with partners and lawyers on active matters, help meet deadlines and produce quality work. You'll be assigned a senior supervisor for day-to-day support and a buddy for additional insights 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 Development Program

Most of our graduates join MinterEllison after completing a clerkship with us.

Our Graduate Program provides you with the on-the-job skills and learning you need to succeed as a lawyer, including a tailored orientation and development program, completion of your Practical Legal Training funded by the firm, and support with your admission process.

We know that how we work is changing, so we've designed a development program to build the skills of the future.

Our development program will provide you with the technical and business skills you'll need to accelerate your career and achieve your ambitions.

You also have the opportunity to experience up to three six-month rotations across different practice groups where you'll be exposed to different clients, teams and matters.





Lawyer and beyond!

Development doesn't stop at the end of the Graduate Program. You'll have a career ahead of you which will be filled with learning opportunities, working with different clients, exciting

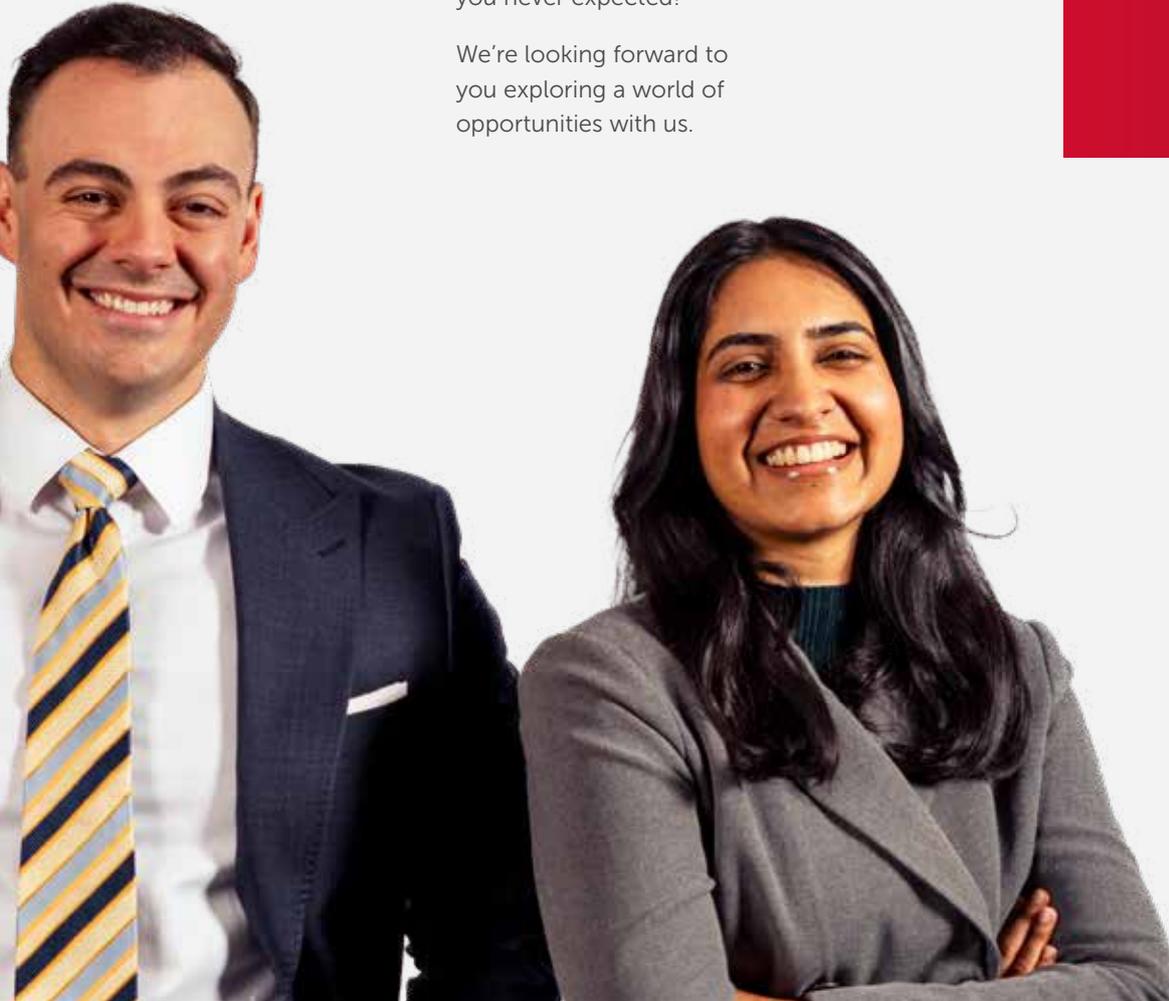
deals and matters, and the opportunity to collaborate with the best people across our exceptional teams.

Career paths aren't always linear, and your career might end up in places or teams you never expected!

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



Australian Association of
Graduate Employers Awards



Application process



1. Application and games-based assessment

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

Top tips

- **Proof read** – attention to detail is an incredibly important skill. Take some time to ensure your application documents are accurate, well written and free of typos.
- **Tailor your application** – ensure your responses highlight your interest in commercial law and the firm.

You will then be invited to complete a games-based assessment

Games-based assessments measure cognitive ability as well as emotional intelligence. It takes approximately 10 minutes to complete these assessments.

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

Video
assessment

Interview

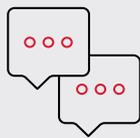
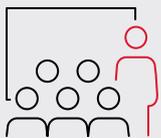
2. Video assessment

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

A video assessment is just like a video call, in which you'll 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 can't 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 responses confidently within the timeframe.
- **Be yourself and don't overthink it** – just be authentic and let your personality and skills do the talking.



3. Interview

If your application and assessments are successful, you'll be invited to attend an in-person interview at one of our offices. Your interview is the perfect opportunity for us to learn more about you and what you are looking for in an employer.

It's 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 typically, you'll be interviewed by at least two people – they could be a mix of senior lawyers, partners or our Talent team.

Top tips

- **Be prepared** – review your application documents as we're going to ask you about all the things you have done and what drew you to MinterEllison.
- **Practice** – grab a friend and practice your examples with them. This will help build confidence in your delivery.
- **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 MinterEllison is the right firm for you.

**Belong and
be valued:**
bring your whole
self to work

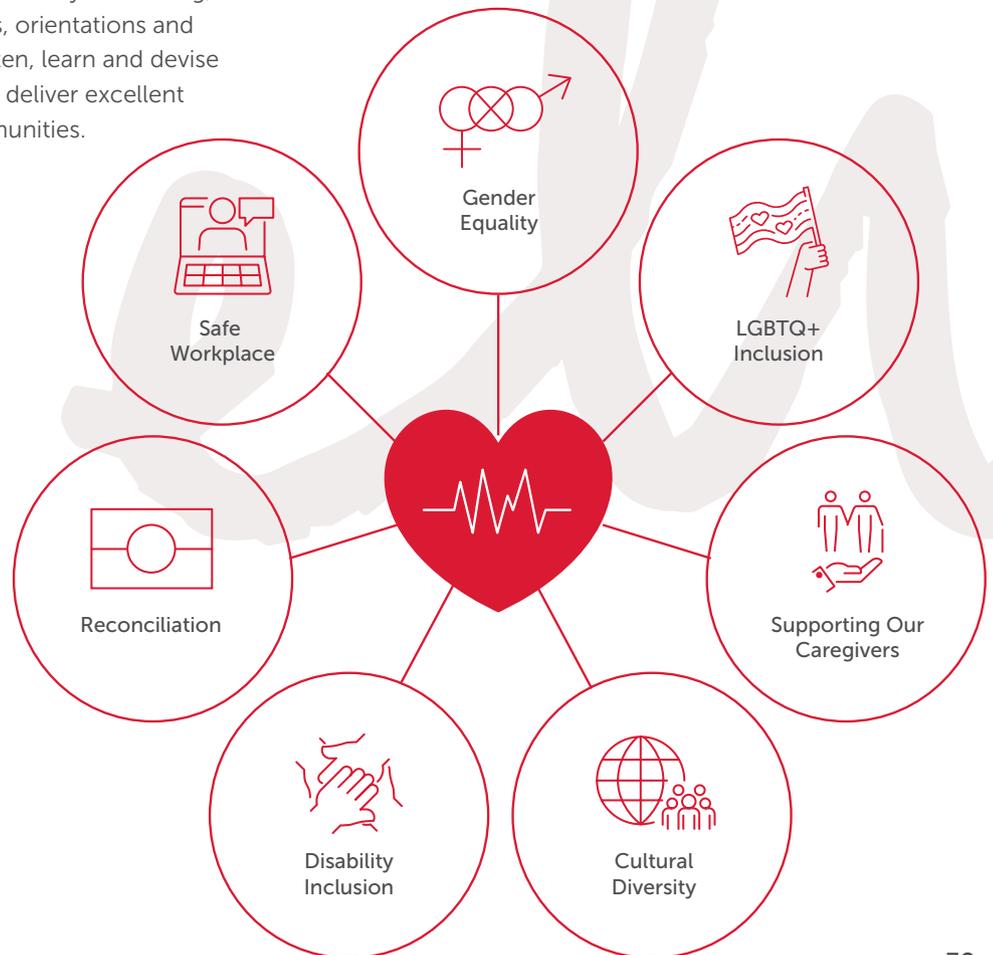


Supporting our people

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're 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

2,790 total number of partners, consultants and staff



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

1,660 legal staff



Platinum Employer
in the Australian Workplace Equality Index

36% of partnership are women



Founding member
Corporate Mental Health Alliance

45% of our people are carers for children, elderly relatives and/or people with disability



Our passion for social justice

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 core to our social impact strategy. Our Pro Bono and Community Investment 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 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.



**Keith Rovers,
Social Enterprise
Movers**

Shakers & Movement
Makers 2023, by Social
Change Central

Our focus areas

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 67,000 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 homelessness as a result of domestic and family violence)



Empowering young people



First Nations empowerment and Reconciliation



Social enterprise and sustainable finance



Impact by the numbers: our achievements

Social impact delivered



67,268
Pro bono hours



59
Hours per lawyer
(average)



7
Scholarships
funded



31
Observers supporting NFP
organisations through Westpac
Board observer program

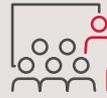
ABCN mentoring



150
Mentors



1011
Mentor hours



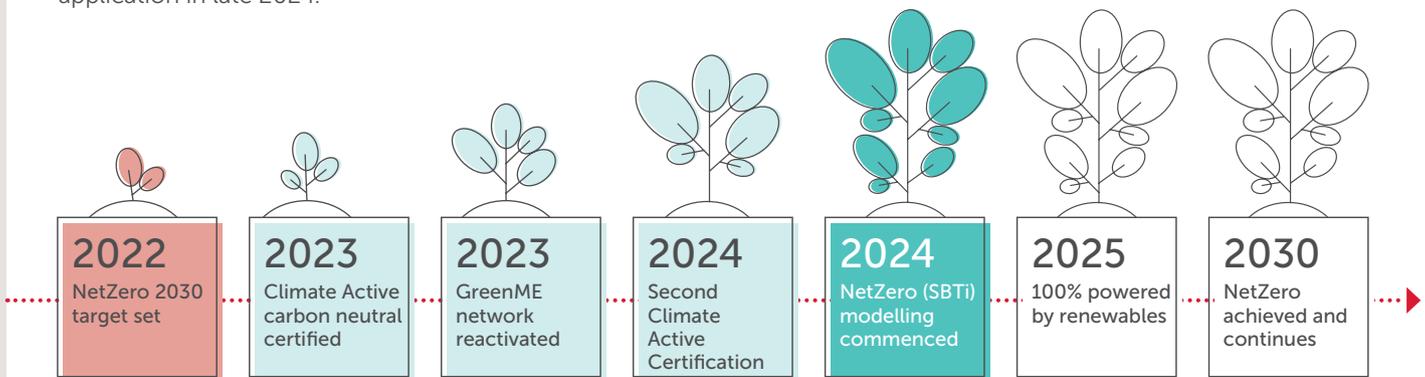
22
Programs

NetZero 2030 pathway

In 2022, MinterEllison committed to transitioning its own operations to achieve Net Zero scope 1, 2 and 3 emissions by 2030, with an interim target for all offices to operate on renewable electricity by 2025.

We submitted our third Climate Active certification application in late 2024.

While Climate Active certification is an important milestone, we have begun the work necessary to set science-based reduction targets (SBTi) to truly decarbonise and drive down our reliance on carbon credits enabling us to reach practical Net Zero.



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 Banking and Finance and Construction. I really enjoyed finance and economics at university. I thought clerking in finance would be a great opportunity to learn further about leveraged and syndicated finance and the role of a law firm in facilitating these transactions. 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. 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 M&A/Capital Markets team, before doing rotations in the Finance and Corporate Tax teams. It was great to start in the M&A/Capital Markets team, because it is a large, busy group and there are ample opportunities to get involved in a diverse range of matters. The Finance team is a smaller group with a great culture and exciting opportunities that helped my learning and development. The Corporate Tax team is a highly specialised team with a deep understanding of the law and the market, and a passion for sharing their knowledge with juniors. Each team is different, varying in size and dynamic, however, the consistent theme is the quality of people across the firm.

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 or economics. Having learnt so much from my three 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's 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 with has varied in size and dynamic, but the one thing that really carries across the firm is the 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, train 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 and staff and partners who 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 students 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 who 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
*Based in Melbourne,
Victoria*





Get in touch with us
graduates.minterellison.com

Scan the QR code
to learn more



MinterEllison.

