

EXCEL



DISCOVER

ASPIRE

Your future. Your choice.  
**Choose to make an impact.**

MinterEllison.



## Never underestimate the power in you to make an impact

At MinterEllison we provide our clerks and graduates with exceptional training, development and experiences. We have a strong sense of purpose in everything we do. We create lasting impacts with our clients, our people and our communities that make a real difference.

From the very beginning, you will work on real client engagements that prepare you for any challenge, enable discovery of new areas of practice and provide you with the technical knowledge and tools 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 and innovation. We're investing in adjacent consulting capabilities that enable us to provide seamlessly integrated solutions to our clients. And our people are committed to making a meaningful difference in the communities they live and work in.



# Develop and excel with our comprehensive development programs

## Our clerkship program will be the experience you have worked so hard for

Right from the start you will be working alongside our high performing partners, lawyers and professionals across a diverse, collaborative and innovative environment. You will have the opportunity to gain international exposure through a broad network of offices and industry partnerships.

The networks, knowledge and practical skills you will have created over the course of your clerkship will prepare you for an established career ahead.

You will be given challenging opportunities and responsibilities because we want you to stretch yourself and be more than a technical lawyer. We want you to make lasting impacts.

## Our graduate programs

From Practical Legal Training through on-boarding and then into our Rotation Program and our ongoing Development Program, our graduates are supported in their transition from university study to practice, to take their place as a valued part of our firm.

We offer a broad curriculum of instructor-led learning modules on topics and skills critical to your development as a well-rounded practitioner, innovator and businessperson, complemented by access to LinkedIn Learning.

We ensure that you learn in the classroom, through coaching, mentoring and feedback, and in the flow of work. You may experience secondments, work across different practice groups and offices.

Our program ensures you have the development you need, when you need it. It's this flexibility that provides our graduates with many opportunities to learn on the job, while being constantly supported by our lawyers and partners who want you to succeed.

195+  
years in  
business



Number of offices:

8	3	2	1
Australia	Asia	NZ	UK

2,574  
staff globally  
in 2022

# Humyara Mahbub, Lawyer, Sydney shares her career journey, hints and tips

## Tell us a bit about yourself?

I've been at Minter Ellison for almost two years. I started at the firm as a graduate, nine years after I finished my law degree and after an eight year career in advertising. I'm now a lawyer in the Intellectual Property team, where I am learning lots of new skills and I'm able to apply my existing knowledge of creative industries.

## What rotations have you done?

I did rotations in Real Estate, on secondment at Optus, and in Intellectual Property. All of my rotations were very different and taught me different skills and ways of thinking. I enjoyed getting a wide variety of experiences while exploring my options for my new career, but if you have a clear passion or interest, you can choose to rotate in related groups to get a deeper dive into what you like before you settle. The rotations are 6 months long, which is plenty of time to see how teams operate, especially teams whose work can be seasonal – you don't want to see only the busiest or quietest time of year and make a decision based on that alone.

## What was it that attracted you to MinterEllison?

The people at MinterEllison were the biggest drawcard. The people I met in the recruitment process were very genuine and warm, and very accessible when I had questions. I was allocated a graduate mentor, who took the time to have coffee with me in between my first and second interview and gave me a grad's perspective on work and life at the firm. I also got to meet a senior associate and two partners, as well as two Talent contacts during the process. I thought everyone I met was someone I would get along with if we were to work together, and I was right!

## Have you undertaken any secondments?

I undertook what was meant to be a six-month secondment to Optus. I loved it so much it ended up being a year. I worked in the consumer law team there, with a supportive group of lawyers who taught me so much about the business and the law. I learnt a lot about what our clients deal with day to day, and what they need from their law firms. I also really enjoyed the high volume work, because there was always something to do.



## What are you involved in beyond the law?

Outside of work I'm a screenwriter, and I recently had a show come out on the ABC and Netflix. It's called Why Are You Like This and it was on Netflix in 2021. I wrote it with some friends before I started at the firm, and it shot in Melbourne during the 2020 lockdown. I haven't written anything else yet, but I guess we'll wait and see!

The facts

\$703.2m

total revenue  
2020/21

↑ 8%

growth  
2020/21

100%

green energy in  
Sydney, Melbourne,  
Canberra offices



Our global practice areas



Capital  
markets and  
corporate

Project Solutions  
Capital Solutions  
Transaction Solutions  
Finance Solutions



Disputes,  
competition and  
insurance

Competition, Risk and  
Regulatory  
Dispute Resolution  
Insurance and  
Corporate Risk  
Statutory Compensation



Infrastructure,  
construction and  
property

Construction and  
Infrastructure  
Infrastructure Consulting  
Environment and  
Planning  
Real Estate  
ICP Volume



Consulting  
solutions

Flex  
Workplace  
Tax  
Technology Law  
Technology Consulting

Industry portfolios



Health and  
ageing



Infrastructure



Energy and  
resources



Education



Financial services  
and insurance



Government



Real Estate

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



## Diversity and inclusion at MinterEllison

### Bring your whole self to work

At MinterEllison, we want our people to be exactly who they are at work. We foster an inclusive workplace environment and one that allows you to bring your whole self to work, and to work to your strengths.

A workplace that embraces the power of diversity and inclusion opens itself to greater collaboration and creativity. And this works to our strengths, of putting our clients, our people and our communities first.

We have been widely recognised for our work in this area, by key organisations and benchmarks including the Workplace Gender Equality Agency, Australian Workplace Equality Index (LGBTQ Workplace inclusion) and Chambers and Partners.



### PRIME

Our PRIME (Pride, Respect and Inclusion at MinterEllison) committee works with our Diversity and Inclusion team to celebrate and promote LGBTQ+ inclusion at MinterEllison, and ensure this is embedded in the way we work with our people, clients and community. We have also been a proud legal partner of the Sydney Gay and Lesbian Mardi Gras for over 20 years.

### Progressing Reconciliation

We have delivered two Reconciliation Plans (RAP and Stretch RAP) over the past three years that reflects the commitment of our people to help in the facilitation of greater economic participation for Aboriginal and Torres Strait Islander people. We are passionate about closing the gap for Indigenous Australians, and equally proud to join our peers in the legal profession to support the Uluru Statement from the Heart.

“While pro bono legal work is the foundation of how we support our communities, this is strengthened by bringing the whole of our Firm – our client relationships, networks and knowledge – together to address Australia’s most complex social issues.”

Virginia Briggs, MinterEllison CEO and Managing Partner







## Our community impact

Here at MinterEllison, **our impact in the community sits at the heart of who we are.** Our people take great pride in dedicating their skills, time and resources to breaking cycles for the disadvantaged in the communities in which they live and work.

Our Pro Bono and Community Investment program and market leading Social Enterprise Practice is extensive and reaches well beyond expectations.

We work alongside a number of community organisations and clients to provide transformative results, providing the ability to include purposeful agendas for our graduates as well.

### How we deliver impact

Our long-term community partnerships are an important part of what makes our firm grounded, humble and successful because we acknowledge there is a higher purpose for our skills.

Our work in this area features a combination of:

- Pro bono legal work
- Outreach legal clinics for homeless clients
- Law reform and policy
- Related research to inform social change
- Student mentoring and school partnerships
- Pro bono secondments
- Workplace giving and employee donation matching
- Donations and sponsorships
- Voluntary board service for charities and not-for-profits

“

Our vision is about creating employment for Aboriginal people, making their lives better by upskilling and training them, and supporting the community and our culture in many other ways. We're very grateful for the support we've had from the team at MinterEllison – we wouldn't be here without them.”

Muru Mittigar Chairperson and Darug woman, Ros Fogg

### Pro bono

63K+ hrs  
of pro bono services



### RAP impact

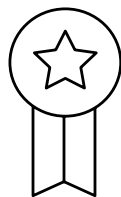
4,800+  
pro bono hours supporting Aboriginal and Torres Strait Islander organisations

### Social impact

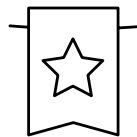
over 100  
new social enterprise and Indigenous business clients engaged and supported in addition to our long standing Indigenous partnerships



# Awards



- 2021 **Employer of Choice for Gender Equality** – Workplace Gender Equality Agency (WGEA)
- 2021 **Gold Employer** – Australian Workplace Equality Index (AWEI)
- 2021 **M& A Legal Advisor of the Year** – MergerMarkets Business Services
- 2021 **Global Executive Tax Mobility Firm of the Year** – ITR Annual Asia Awards
- 2021 **Private Equity Deal of the Year** – MergerMarkets 2021
- 2021 **Results Corporate Leader Award Winner** – RESULTS
- 2020 **Most ranked practice areas** – Chambers and Partners, Asia Pacific
- 2020 **Shortlisted Outstanding Firm for D&I** – International – Chambers Diversity & Inclusion Awards, Asia Pacific



# Our top tips

Choosing the next step in your career is a daunting one and it is completely natural to feel nervous and a little overwhelmed. But, believe in yourself, trust your instincts and we know that the best results come from being stretched outside of your comfort zone. And it's important to:

- Be your authentic self
- Don't underestimate your qualifications and capabilities
- Don't leave your application to the last minute
- Ask others to review your application
- Know why you are applying to us
- Tailor your cover letter to each application
- Do your research
- Consider some interview responses
- Know your application inside out.

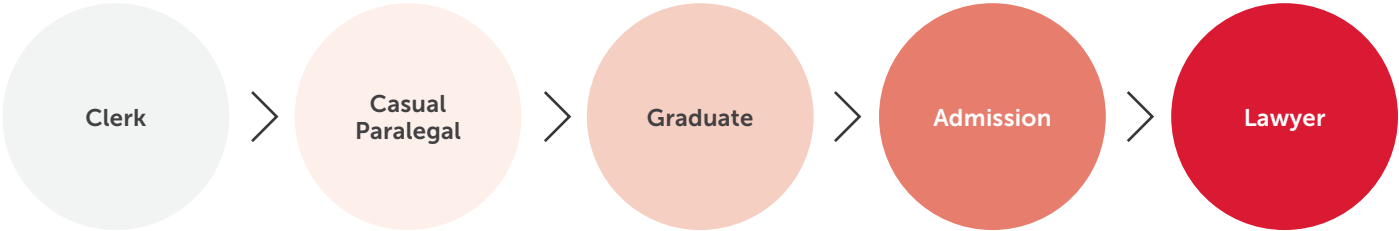
Best of Luck!

**Come and meet us.**  
**You will soon understand how you can make an impact at MinterEllison.**

## Your career

There are many ways to start your career with us. One of the most common ways is to start with your clerkship, work casually with us

through your final year at university, before beginning your career as a MinterEllison graduate.



## Arman Saffar, Lawyer, Melbourne shares his career journey, hints and tips

### Tell us a bit about yourself?

I've been at MinterEllison for just over two years. I started at the firm as a clerk, went through the graduate program, and am now a lawyer in (M&A) (Transaction Solutions). Working in this team has allowed me to undertake a broad spectrum of work for a range of clients, with constant opportunities to learn new things.

### Where did you clerk and why?

I clerked in the Transaction Solutions team. At university I thought litigation would be the area I'd be most interested in, but through conversations during the clerkship process I was intrigued by what a transactions team might involve. After clerking in the team, I quickly realised that this area of law really resonated with me.

### What practice areas have you worked in?

I rotated through Banking and Finance, M&A and Corporate Tax. MinterEllison's 18-month graduate program allows you to either build on a growing skillset with complementary rotations or try three completely different practice areas to see where your passion lies. The six-month stint in each team gives you time to get a good taste for the practice group, the people and whether the work aligns with how you see your career progressing.

### What was the last major project you worked on?

The last major project I worked on was the sale of a major company in the Asia-Pacific region to a US client of the firm. This involved a competitive bid process, with our client emerging as the successful bidder. As a junior lawyer on the matter, I helped to coordinate the specialist teams assisting in Australia, and liaised with and managed counsel in other jurisdictions including Singapore, New Zealand and Japan.

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

I think the people at the firm make a big difference to my day-to-day life as a lawyer. Coming to this environment full of talented and down-to-earth people every day helps motivate me. I have always been allocated mentors at both a junior and senior level, which ensures that I always have someone to go to with questions as well as a means of getting involved in exciting new matters.

### Do you have any advice for those going through the clerkship process this year?

1. Pursue and gain as much experience as possible.
2. Be open to conversations and learning about what people do in order to better understand the corporate world.
3. Be yourself and don't try and fit a mold. Don't pursue experiences that you don't enjoy just because you think it fits what firms are looking for.

“

To me, MinterEllison's inclusive and supportive culture, and focus on delivering excellence without attitude, is what makes the firm special.”

**Arman Saffar**  
Lawyer





Get in touch with us  
**graduates.minterellison.com**

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**MinterEllison Virtual Internship**

Want to experience what it's like to be a MinterEllison lawyer?  
Our interactive virtual internship, via Forage, offers you an insight into  
the commercial work we undertake.



Curious?  
Scan the QR code to learn more.

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For the past two years in lieu of MinterEllison merchandise, we have donated to charities close to our hearts.

**MinterEllison.**