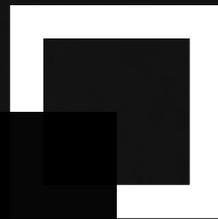


Early careers at
MinterEllison



MinterEllison.



Virginia Briggs
Chief Executive Officer
and Managing Partner
MinterEllison

Foreword >

Did I think that 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, designing 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 firm's expertise is of a consistently high level across all of their lawyers and I know I can trust their legal advice."

Chambers Global 2022



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 five 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. A focus on you

Read about how our approach to wellbeing, leave policies and entitlements ensures our people are supported.

4. An inclusive culture

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

5. 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.



Capital markets and corporate

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



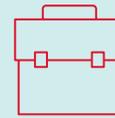
Disputes, competition and insurance

- Climate Risk Governance
- Competition, Risk and Regulatory
- Corporate Risk
- Dispute Resolution
- Insurance and Statutory
- Compensation



Infrastructure, construction and property

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



Consulting solutions

- Tax
- Workplace
- Risk and Regulatory Consulting
- Cyber Security Consulting
- Legal Optimisation
- Technology Consulting
- Technology Law
- Flex

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

Key achievements and awards

Awards and recognition



12

MinterEllison partners recognised Best Lawyers, 2023 The Best Lawyers in Australia™



3

MinterEllison lawyers recognised as Ones to Watch, 2023 The Best Lawyers in Australia™



Law Firm of the Year

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



Law Firm of the Year

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



National Law Firm of the Year

2022 IFLR Australasian Law Awards





Early career program awards

Australian Association of Graduate Employers



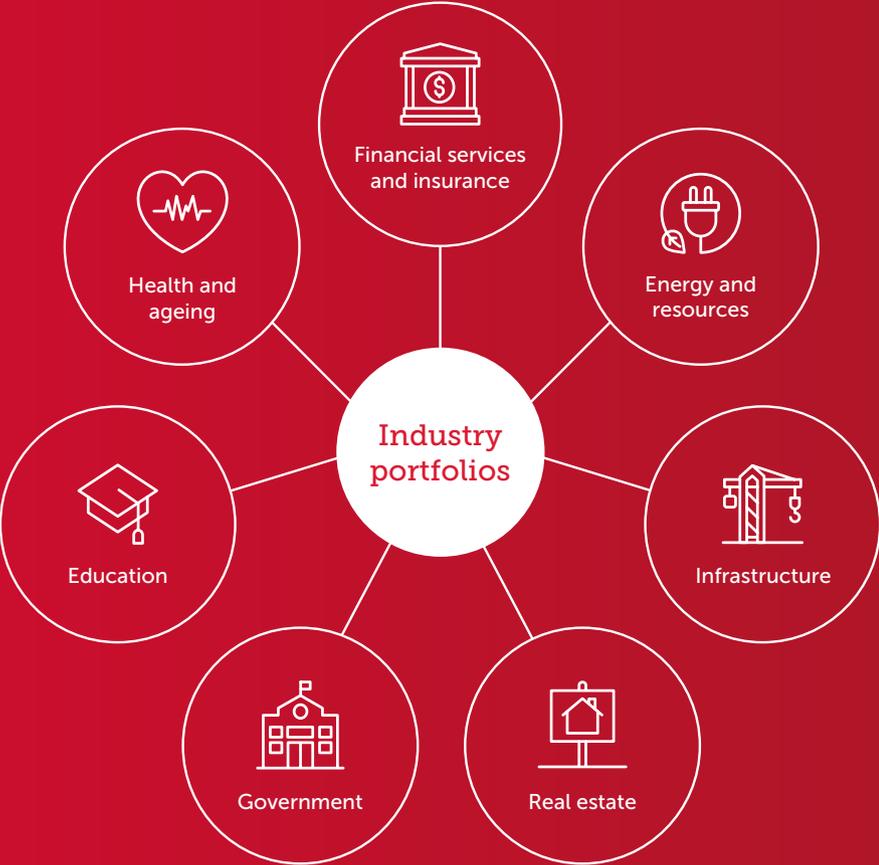
Top100 Graduate Employer Awards



Winner
Most Popular
Clerkship Employer

Finalist
Most Popular
Law Employer

Our industry portfolios



Some recent great matters

Salter Brothers add more brands and beds to hotel portfolio

2022 was another successful year of growth for our long standing client, Salter Brothers, which expanded their portfolio of hotel brands, properties and diversified its funds to include luxury retreat assets.

The Australian owned fund manager completed settlement on their \$620 million Travelodge hotel portfolio with properties in Sydney, Melbourne, Brisbane Perth and Newcastle. The fund also finalised a management agreement with Accor to manage the Travelodge portfolio, and rebrand the Travelodge portfolio to various Accor brands – ibis Styles, Mercure and Novotel. The management agreement is one of the largest hotel management deals in more than a decade.

MinterEllison's multi-disciplinary team from corporate, property, tax, finance, IP, construction, environment and planning, employment, litigation and foreign investment together with our

experts in the hotel sector advised from inception to completion on the Travelodge acquisition and negotiations with Mirvac and NRMA (as vendors) and Accor (as hotel manager).

The fund manager rounded out 2022 with the acquisition of the Spicers Retreat brand and 6 out of 10 of the resort-style properties located in regional New South Wales and Queensland. The MinterEllison team that advised on the Travelodge acquisition worked on the year-long negotiations with Spicer Retreat's owners Jude and Graham Turner and their advisors.

Salter Brothers' portfolio of hotel funds have been strategically built to appeal to both the domestic and international market. As referenced by Managing Director, Paul Salter, the retreat fund including the Spicers Retreats portfolio is an exciting opportunity and a great fit for the Salter Brothers' strategy



M&A practice ranked 2nd in Australia
for the volume of deals 2021-22, Mergermarket League Tables



M&A practice ranked 1st
for deal volume and value in mid-market 2021-22, Mergermarket League Tables



Private Equity practice ranked 5th in Australasia
2022 Mergermarket League Tables

to acquire unrepeatable assets in amazing locations, targeting the luxury retreat market which continues to grow globally.

The completed acquisitions in 2022 are well timed to meet the surging occupancy rates in a post-lockdown vaccinated world. Salter Brothers plan to continue their growth strategy by adding new properties in 2023.

Some recent great matters

Qantas takes majority stake in TripADeal

MinterEllison advised Qantas in its acquisition of a majority shareholding in the holding company of Byron Bay-based online travel booking website TripADeal.

Established in 2011 by co-founders Norm Black and Richard Johnston, TripADeal specialises in packaged holidays with set itineraries including flights, cruises, hotel accommodation and tours. Pre-COVID, TripADeal had an annual growth rate of more than 40%, and in the 12 months before the pandemic, bookings were in excess of \$200 million.

Under the all-cash agreement, Qantas acquired an initial 51% interest in TripADeal with the option for Qantas to acquire the remaining 49% of TripADeal in four years at an agreed multiple based on TripADeal's bookings at the time.

The complex deal included negotiations between a private equity firm and the owners, with MinterEllison's team of lawyers coming from many parts of the firm, including competition, disputes, employment, finance, intellectual property, tax and technology.

The deal allows Qantas's 14 million frequent flyers to use their points to book the huge range of ready-made holiday packages available on the TripADeal platform, regardless of which airline is part of the package. Further, Qantas frequent flyers will earn points for every dollar they spend with TripADeal.



James Hutton, key advisor to Deal of the Year

Australian Investment Council Growth Awards 2022



People and Skills Award

Financial Times Innovative Lawyer Awards 2022



Professional Services Firm of the Year

2022 Australian Insurance Industry Awards



Royal Commissions – the highest form of inquiry

Royal Commissions and Commissions of Inquiry (Commissions) are the highest form of inquiry into matters of public importance. They expose participants to high scrutiny as well as potential litigation. They provide a platform for individuals and organisations to tell their stories, and support recommendations for reform to vital areas of Australian society.

MinterEllison has a long history of acting in Australia's most significant Commissions including the Victorian Hotel Quarantine Inquiry and the Trade Union Governance and Corruption Royal Commission.

Currently, our team of leading experts is acting for the State and Commonwealth Governments in the following high profile Commissions being conducted in Australia:

- **Royal Commission into Robodebt Scheme** – examination of the establishment, design and implementation of the Robodebt

scheme which was designed to recover alleged overpayments of social security benefits to recipients. Several key political figures including our former prime minister, have recently given evidence before the Royal Commission which is seeking to make recommendations into what is described as a significant failure of public administration.

- **Royal Commission into Defence and Veteran Suicide** – investigation into issues contributing to serving and ex-serving defence member suicide. In the past 12 months, hearings have been heard around the country in capital cities and regional towns. An interim report was handed down on 11 August 2022, with a final report due in June 2024.
- **Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability** – investigation into violence, abuse, neglect, and exploitation of people with disability. We have acted for the State of Victoria in all aspects



of the Royal Commission since it commenced in 2019. There have been 31 substantive public hearings, with the final report due to be delivered in September 2023. The Royal Commission will make recommendations aimed at improving laws, policies, and structures to ensure a more inclusive and just society.

Our work in relation to Commissions includes helping clients manage their reputation and legal risk, strategic advice, preparing evidence and supporting witnesses and formulating submissions on behalf of our clients.

Some recent great matters

A multi-disciplinary approach to Vic Roads Modernisation Project

The Victorian Government's \$7.9 billion VicRoads Modernisation Project will deliver lasting benefits to Victorians – including modernising services and user-friendly registration and licensing. The Government will also deliver benefits through a package that will reduce driver licensing and testing costs and reward safe driver behaviour.

Following a competitive market process, a consortium of Aware Super, Australian Retirement Trust and Macquarie Asset Management has entered into a 40-year joint venture with the State of Victoria to deliver the modernisation and operate the Registration and Licensing and Custom Plates business of the Department of Transport.

The business maintains registers of 6 million vehicle operators and 5 million driver licence holders. The Government will maintain control over regulation and policy, data privacy protection and pricing of essential fees, with data to remain secure and stored in Australia.

It is the world's first project for modernising and operating a motor vehicle registry and licensing business.

MinterEllison advised the Victorian Government on all aspects of the successful project over 16 months. Our multi-disciplinary team across 4 offices included lawyers in corporate, finance, industrial relations, information technology, intellectual property, competition, privacy, regulatory, M&A, and real property. We advised on the operating model and joint venture structure, concession deed and JV documents, consultation with stakeholders, service KPIs, privacy safeguards, the competitive bid process, negotiations and implementation.

The joint venture generated \$7.9 billion in upfront proceeds for the State, to be invested in the new Victorian Future Fund to manage pandemic debt.



They are a full-service firm able to provide a range of advice on complex matters with various competing legal issues..”

Chambers Australia 2022



International focus

MinterEllison is a member of the International Bar Association (IBA), the World Law Group (WLG) and the World Services Group (WSG). Through these memberships, we access a network of independent law firms across the globe. Our international work includes helping international clients to:

- set up a subsidiary in Australia
- acquire a business in Australia
- obtain ASX listing

We also help Australian businesses to:

- set up a subsidiary in another country
- obtain public company listing on foreign exchanges.

Number of offices:

8
Aus

3
Asia

2
NZ

1
UK



Finalist, Most Innovative Law Firm in Asia Pacific

Financial Times Innovative Lawyer Awards 2022



Finalist, Innovation in Digital Legal Practice

Financial Times Innovative Lawyer Awards 2022



Insolvency & Restructuring Deal of the Year

2022 IFLR Australasian Law Awards

Our networks provide international opportunities.
Hear from Emily and Sam about their time on
WLG | exchange.

Emily Miers in Dublin

Tell us about your experience working within the Mason Hayes & Curran team.

Mason Hayes & Curran (MHC) is based in the legal and technology precinct in Dublin, nearby to Google, Meta and Accenture Headquarters. This means the local workforce is relatively young and boutique pubs are alive every night of the week. I have never met a more welcoming and friendly group of people. From my first day at

MHC, I have been treated as part of the team and taken out every day to lunch at a local restaurant. Most nights a group from work take me out to explore Dublin – I've enjoyed a night at Riverdance, an Irish whiskey tasting at Jameson Distillery and a meal in an 1800s school house.

I was extremely proud to be given the opportunity by Minters to be a part of the WLG | exchange and can confirm

the experience has exceeded all of my expectations. The professional and personal learnings I have gained from my time here to date are invaluable and will guide me for the rest of my career. Every day at MHC is different, I have met (and dined with) so many people from all sub-groups within the firm. Seeing firsthand the consequences of multiple intertwined global issues is enlightening and professionally stimulating.





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



Ji Sheng, Graduate, Sydney shares her clerkship experience, hints and tips



Tell us a bit about yourself.

I've been at MinterEllison for just over a year. I started at the firm as a paralegal in the Workplace team just a month before the clerkship started. Following the clerkship, I stayed on as a paralegal for the Finance and Health teams.

Where did you clerk and why?

I clerked through Finance and M&A. I chose transactional teams as it was the one area of law I felt I had absolutely no experience. At university, I studied a Bachelor of Arts/Law, majoring in Asian Studies and History (I had transferred out of Comm/Law within a semester). That said, I was keen to dive into all areas of corporate law to explore my options. I had prior experience in litigation and insurance work and wanted to experience as many different areas of law as possible to see if I have a clear passion or interest.

What was it that attracted you to MinterEllison?

The genuine people I met at university and throughout the clerkship process attracted me to Minters. I participated in the clerkship process virtually and found it difficult to truly understand the

culture of each firm. The only individual time we had was through our allocated buddies. My buddy was incredibly helpful, taking time out of his day to answer all my questions, no matter how small or stupid. This, together with anecdotes from friends at university made the choice easy.

Tell us about your clerkship experience?

My clerkship experience was an absolute roller-coaster. I was placed into Finance for my first rotation and M&A for the second. We were all so excited to meet everyone in person and finally see the office after a tiring virtual clerkship recruitment process. It was an incredibly immersive experience, with weekly clerk social events, training and time with our teams. Unfortunately another COVID outbreak sent us home before Christmas, but we definitely had a ton of fun (and learnt a lot) in the few weeks we had together.

What are you involved in beyond the law?

Outside of work, I am an ultra-runner. I picked up the sport just before the pandemic and it has kept me healthy

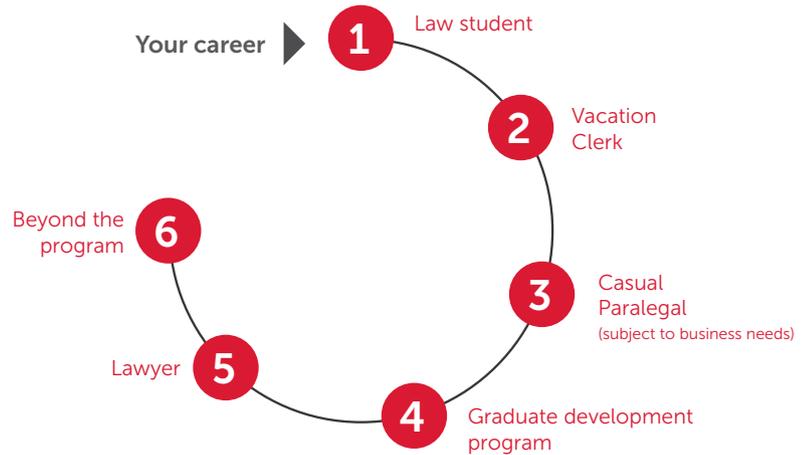
both physically and mentally in the last few years of university. I run mostly trails, and have competed in races such as Ultra Trail Australia and Salomon Skyline Scotland. My next race is the Six Foot Marathon in March 2023 and I couldn't be more excited!!

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

My advice, as I'm sure you've heard a million times before, is to be yourself. Identify a few attributes or experiences that you think sets you apart from other candidates and how these attributes can be applied in a commercial setting. Many of the people applying to MinterEllison come from the same universities, have similar experiences and good grades – what will set you apart is how well you can convey your uniqueness. When you speak about these attributes or experiences confidently and passionately, you will shine!

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.



Clerkships

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 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.

A focus on you



Employee benefits

At MinterEllison, we offer a broad range of financial and social benefits in addition to market leading career and professional development programs. Our focus is developing your career while maintaining a healthy lifestyle. Below are the benefits on offer at MinterEllison.



Sustainable ways of working

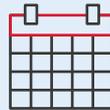
- Hybrid working
- Technology to support



Wellbeing and family

- Gym membership
- Caregiver support and resources
- Employee assistance program
- Emergency childcare
- Flu vaccinations
- Health@Work hub and wellbeing resources
- Sporting teams and events

*Not all benefits and social events are available in every office. MinterEllison reserves the right to change discretionary benefits from time to time.



Leave

- Paid parental leave
- Purchased leave – up to four weeks
- Senior practitioner leave – additional week
- Minters' Day
- Study leave
- Career breaks



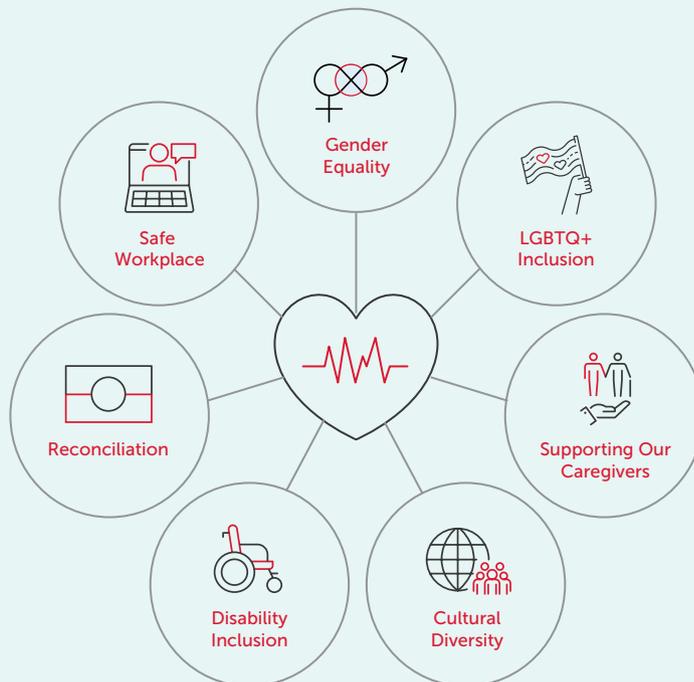
An inclusive
culture



An inclusive, diverse and supportive culture

We are a purpose-led firm with an inclusive, diverse and supportive culture. We know that when we bring together diversity of thinking, skills, experience, gender identity, backgrounds, orientations and abilities, and recognise where they intersect, we get better results.

Our aspiration is to build a sustainable work environment where we all feel confident to be ourselves and safe to engage in respectful conversations about our identity, perspectives and experiences. In doing so, we believe that this will enable each of us to excel, generate the best ideas, build better relationships and deliver the best outcomes for each other, our clients and our communities.



89% of our people feel they can be themselves without worrying about whether they will be accepted



The focus on diversity and inclusion is great and is a noticeably safe place to work where people can be themselves and there is genuine acceptance.”



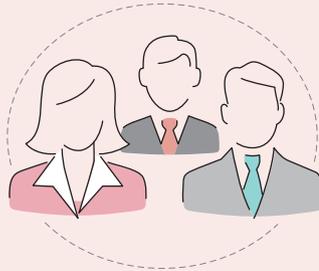
The firm’s culture of supporting diversity makes the work environment highly motivating and a good place to be.”

MinterEllison Engagement Survey 2022

Diversity and inclusion

2,504

Total number of partners, consultants and staff



77%

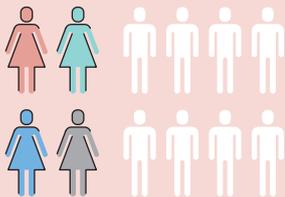
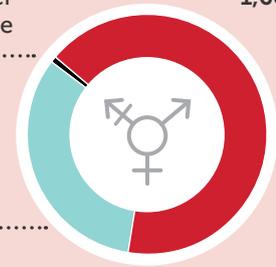
Favourable engagement score

Gender breakdown

Non-binary/
gender
diverse
7

Female
1,664
.....

Male
833



33%

Female partners



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



Key statistics

34 languages spoken
by our people

65% women
in the firm

223 WISE, PRIME, Embrace,
D&I Working Group
committee members



Gender Equitable Briefing commitment - stats FY22



23%
of total senior barristers
briefed were female
(decrease of 1% from 2021: 24%)



39%
of led junior barristers
were female
(increase of 4% from 2021: 35%)



44%
of unled junior barristers
were female
(increase of 10% from 2021: 34%)

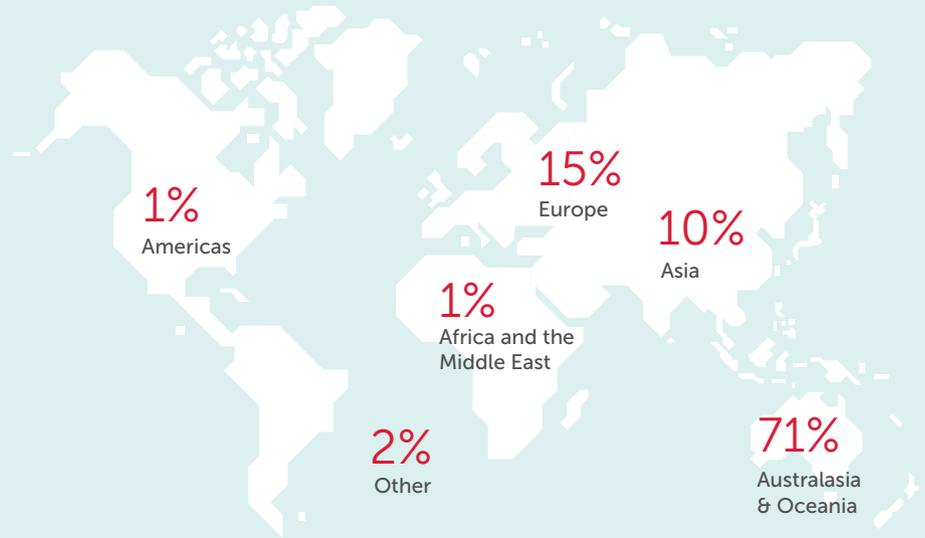


23%
as a % of total fees charged
23% were to female barristers
(22% in 2021: 22% in 2020)

Our people

Ethnic or cultural background

- 34% caring for children
- 6% caring for relatives who are elderly, ill or have a disability
- 5% both child/children and relatives who are elderly, ill or have a disability
- 7% of people who identify as LGBTQ+
- 3% of people who identify as having a disability



82%

of our people feel their work schedules allow sufficient flexibility to meet their personal/family needs.”

93%

of our people feel that we provide a work environment where discrimination and harassment (including gender-based and sexual harassment) is not tolerated.”

94%

of our people believe their immediate Partner/leader genuinely supports equality between genders.”

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.



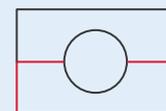
Human rights and access to justice



Homelessness (including domestic and family violence)



Empowering youth



First Nations empowerment



Our Pro Bono and Community Investment Program is part of our wiring and delivers tangible benefits to our community partners and the development of our people.”

Keith Rovers

National Pro Bono Partner,
Sydney



Impact by the numbers: our achievements

Time



60,000 hrs

of pro bono services provided

50 hrs

of pro bono work per lawyer
(on average)



10,000+

hours of community investment



122 lawyers

provided 100+ hours of pro bono services

51%

of lawyers (graduates to special counsel)
provided pro bono support

52%

of partners involved in pro bono

Clients



595

new matters opened



212

individuals assisted

*does not include all clinic clients



383

organisations assisted

Technology consulting



156

pro bono hours

\$45,890

Impact by the numbers: our achievements

RAP pro bono



145
matters



119
timekeepers



\$1.8M
value

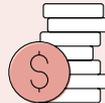


119
clients



4,569
hours

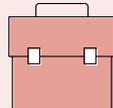
Financial impact



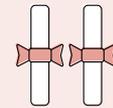
\$22M
of pro bono legal services



\$360K
donated for community relief initiatives



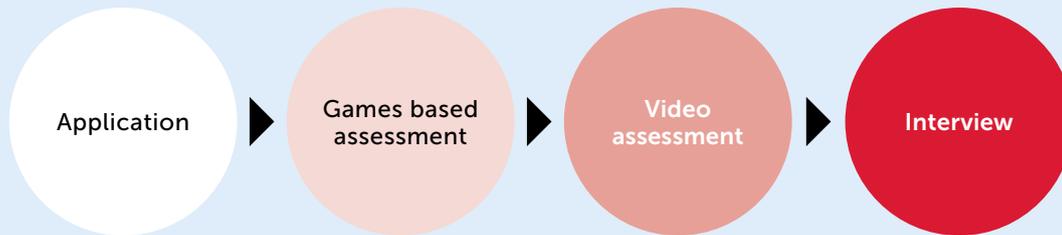
\$200K
in goods and services procured from
social enterprises



13
Scholarships



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, cover letter, 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 assessments

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.

Arman Saffar 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 6 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?

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

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

Arman Saffar
Associate



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graduates.minterellison.com



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