

**WE
BELIEVE
IN BOLD.**



**GILBERT
+ TOBIN**



“

SOME FIRMS MAY TALK ABOUT PROVIDING UNIQUE OPPORTUNITIES. WE DELIVER ON OUR PROMISE TO PROVIDE REAL OPPORTUNITIES TO ADVANCE YOUR CAREER. WE PROVIDE THE CHANCE TO BE DEEPLY INVOLVED IN INTERESTING, CHALLENGING WORK MUCH EARLIER IN YOUR CAREER, ACCELERATING YOUR EXPERIENCE.

”

**DANNY GILBERT
MANAGING PARTNER**

**AT GILBERT + TOBIN,
WE CHALLENGE THE
STATUS QUO AND
THINK DIFFERENTLY
TO DO THINGS
BETTER.**

Our bold and ambitious team works with clients through the critical moments that define their business. From day one, our flat structure allows you to take ownership of significant and vital tasks. Work directly with partners and team leaders – here, nobody is too important to take the time to explain things clearly, or give a helping hand. We all pull in the same direction and push each other towards excellence every day.

Our flexible, open and welcoming culture underpins our continued success in Australian corporate law. We are people who know what we stand for, and we have freedom to work in the way that suits us. We are unafraid of making mistakes, and never hesitate to call out issues and say we want to be better.

And we've always believed in taking a stand on causes that matter. Through our pro bono practice and community programs, we are actively making a difference. Every single day.

If you're comfortable being challenged – and in turn, challenging us on the way we think and operate – you'll fit right in. We're not worried about you being you. We're counting on it.

Interested in joining us? Read on.

At G+T, there's no such thing as a final answer. We challenge conventional thinking, and encourage everyone to re-frame every problem from the client's perspective. This flexible, out-of-the-box approach prioritises innovation – you'll be actively involved with exciting lawtech breakthroughs.

BOLD THINKING

If you bring them an idea, G+T will make it happen. As a grad, I became the first person from the Perth office to work with the Sydney innovation team. Now back in Perth, I work in both Corporate Advisory and Legal Transformation. It's unusual, but G+T has been really supportive. The way G+T embraces technology helps us be more responsive to the challenges that our clients are facing.

LAUREN ZIEGELAAR



A portrait of a man with dark hair, smiling and looking to his right. He is wearing a light blue button-down shirt. The background is a solid blue color.

Innovation is driven from the top-down at G+T. I was able to guide a complex deal centred on a blockchain platform that enables major changes in the way banking is done. The technology itself was new, so we had to rethink the way we advised our client and be more flexible. We're a relatively young firm with multi-specialist, adaptable teams, and we're not afraid to tackle cases in new ways.

NIKHIL SHAH



BOLD THINKING

We work on exciting, market-shaping matters and deals – and our clients expect us to provide clear, decisive and fearless advice. This is what sets G+T apart from other firms, where status quo is still revered.

From your first day with us, you'll be given meaningful work – and expected to step up and make a contribution. Everything we do starts with our client – what outcome are they seeking, and how can we make it easier for them to achieve it? So you'll have the opportunity to speak with clients, and think about how we can work together to make things happen.

Innovation is also deeply embedded into our DNA, and we are at the forefront of lawtech. Our in-house technologies automate manual, routine tasks like due diligence reviews, verifications and document drafting – so we can focus more on high-value advice. Our clients include major ASX-listed companies and multinationals, through to private equity firms and government departments. We're known for our work across complex transactions, disputes, and regulatory change.



G+T REALLY BELIEVES IN UNDERSTANDING THE CLIENT'S PERSPECTIVE. I THINK IT'S EASY TO FORGET THAT LAW IS ACTUALLY A CUSTOMER SERVICE INDUSTRY.



**LAUREN ZIEGELAAR
LAWYER**



IPO MILESTONE FOR MONEYME

Online personal loan provider MoneyMe listed on the ASX in December 2019, raising \$45million to invest in its next phase of growth. An Initial Public Offering (IPO) was a significant step for the homegrown and founder-led fintech, which makes it simpler and faster to access loans up to \$35,000 with its data-enabled tech platform. With the guidance of G+T's Corporate Advisory team, they were able to generate strong support in a challenging market.

LARGE-SCALE INVESTMENT IN OUTDOOR ADVERTISING

Quadrant Private Equity is a longstanding client of G+T, and its acquisition of ASX-listed outdoor media company QMS Media Limited was its largest acquisition to date – as well as its first direct public-to-private purchase. The \$711million transaction included the opportunity for some QMS shareholders to roll equity into scrip in a holding company. From structuring the special purpose vehicle and due diligence to financing and regulation, G+T oversaw the entire deal.

A WIN FOR IP – AND THE ENVIRONMENT


G+T's Intellectual Property team were the driving force behind German-headquartered chemical giant BASF's patent dispute win over rival SNF. Its Rheomax™ technology is used in the treatment of mine tailings, making the process more efficient and sustainable. BASF was awarded A\$3.753million for infringements and legal costs, wrapping up a dispute that had dragged on since 2008.

FLEXIBLE FINANCING TAKES THE BISCUIT

When New York-headquartered private equity giant KKR acquired iconic biscuit manufacturer Arnott's for \$32million, it was the firm's largest buyout in Australia. G+T's Banking + Infrastructure team advised on KKR's US-style Term Loan B financing, which included a delayed draw facility, and the implementation of a bespoke management equity plan to support the acquisition.

As Australia's first firm with a full-time in-house pro bono partner, we've always believe in a fair, equitable and accessible legal system. Our people contribute to the firm's strategy aimed at creating a fairer country for us all. At G+T, pro bono work isn't an 'if there's time' thing – it's a 'we make the time' thing.

BOLD ACTIONS

A portrait of Oliver Yee, a man with dark hair and a mustache, smiling. He is wearing a dark blue suit jacket over a light blue button-down shirt. The background is a solid green color.

Having a strong pro bono team at G+T allows us to make a real difference where it matters. I recently supported the transfer of land with historical significance back to the Darug people. By helping them incorporate a legal entity to hold that land title, we enabled future generations to learn from our shared history. The traditional smoking ceremony before the official handover put everything we do into perspective.

OLIVER YEE



It's important to feel a sense of purpose at work. One of the things I do to make a difference is volunteer with a legal pro-bono centre for refugees. G+T supports and funds our qualification as volunteer Australian migration agents, and gives us a dedicated day each month to help asylum seekers with their applications. When they bring their children in, you can see how vulnerable their lives really are, and the ripple effect of every immigration decision on their communities.

IVY NGUYEN



BOLD ACTIONS



AS A FIRM WE ARE WILLING TO CALL OUT ISSUES AND SAY WE WANT THINGS TO BE BETTER. OUR PRO BONO PRACTICE IS CORE TO G+T'S COURAGEOUS WAY OF WORKING.



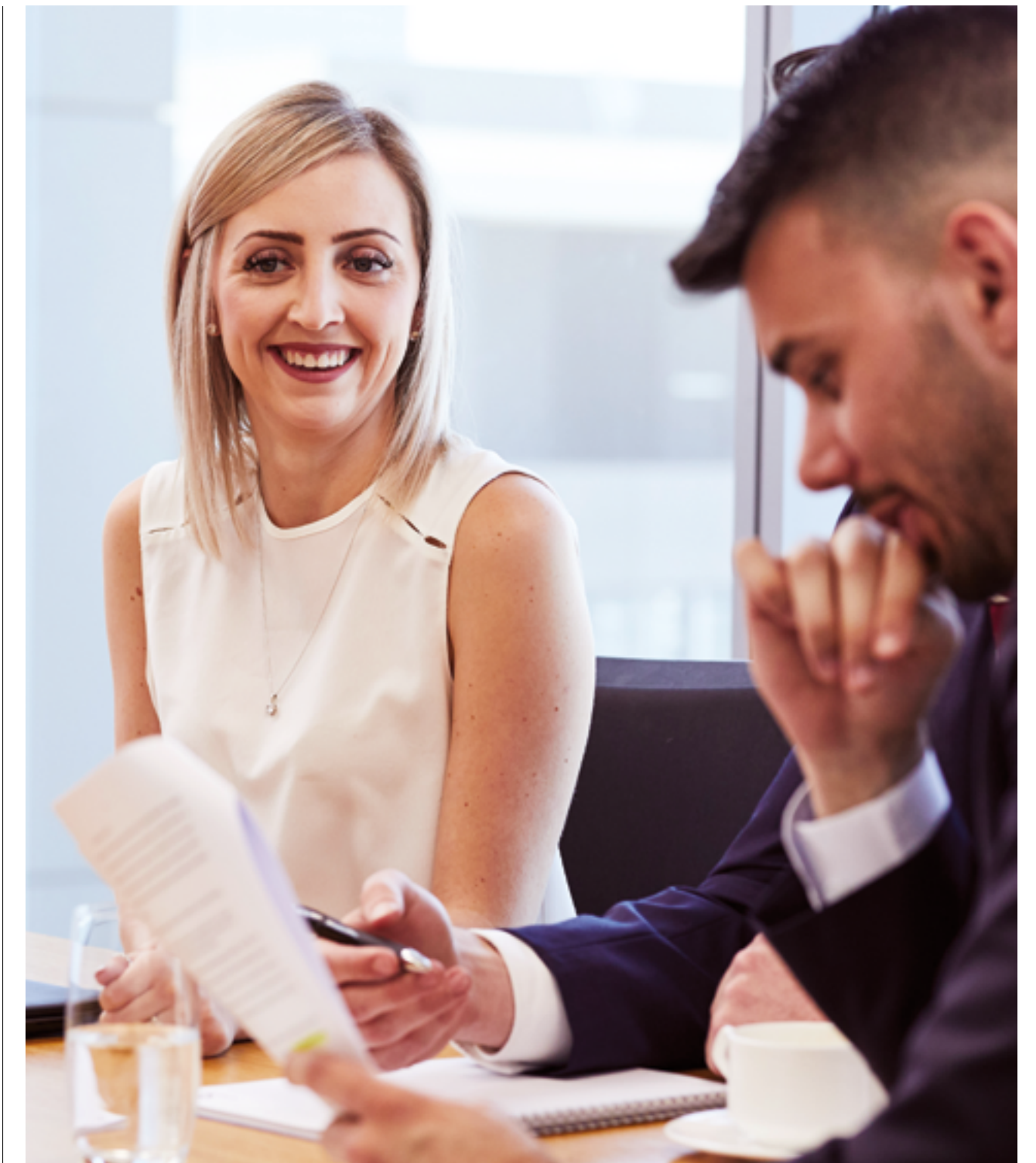
IVY NGUYEN
LAWYER

At G+T, you are encouraged to use your legal skills to contribute to a better society, and make a positive difference in our communities. Everyone values our pro bono work, and will give you the time and the support you need to understand the legal and cultural nuances of working for our not-for-profit and individual clients.

In many cases, your pro bono work allows you to flex the legal skills you use in commercial practice in new ways. You'll also be able to expand your experience into areas such as discrimination, wills and estate planning, tenancy actions, asylum seeker law and law and policy reform. We have a specific focus on issues affecting Aboriginal and Torres Strait Islander people, refugees, people with disabilities, people in rural, regional and remote areas and the protection of human rights.



ON AVERAGE, OUR LAWYERS SPEND 53.1 HOURS EACH YEAR ON PRO BONO WORK – ADDING UP TO OVER 20,844 HOURS IN 2018-19, CONSERVATIVELY VALUED AT \$10.6 MILLION.



JUDICIAL REVIEW

We work to assist clients adversely affected by unlawful decisions. These are the issues that impact on everyday lives – such as challenging discrimination, accessing employment entitlements and accessing the support they need through the NDIS.

ESTATE PLANNING

The majority of Indigenous Australians die without a valid Will – leading to an extraordinary proportion of burial disputes among other problems. Our lawyers regularly travel to regional and remote areas to draft Wills, Powers of Attorney and Appointments of Enduring Guardian.

ASYLUM SEEKER CENTRE


We help refugee clients pursue their claims for asylum through the Asylum Seeker Centre and Refugee Advice and Casework Service in Sydney, and Refugee Legal in Melbourne.

LAW AND POLICY REFORM

We are actively engaged in reforming law and policy to create a fairer future for our clients. Recent examples include law reform on the Religious Freedoms Bill, for people with acquired brain injuries, in particular FASD and on school suspension.

G+T is built on inclusivity and individuality – a progressive and flexible culture free of red tape. Through our mentor, learning and social programs, we'll support you to be your true self and help you explore exciting opportunities inside and outside the office.


BOLD CULTURE

A portrait of a young man with short brown hair and a light beard, smiling at the camera. He is wearing a dark blue button-down shirt. The background is a solid, vibrant green.

If you love to be challenged and crave new opportunities, G+T is the firm for you. A few years after I started as a graduate, I fulfilled my dream of working in London – with the firm's support. They opened doors for me and encouraged me to come back when I was ready. They were as invested in giving me that life experience as I was. It made me realise how special G+T is – still young and full of energy, on a big upward trajectory.

STUART CORMACK





G+T supported our team of four on Coastrek – walking 30km along the stunning Mornington Peninsula. Thanks to the generous support of our colleagues and partners we raised \$4,000 for Fred Hollows Foundation. It took a lot of training to go the distance, but was an amazing day out of the office. With sports teams, book clubs, social events and more, G+T's culture is always open to new ideas and suggestions – you can get involved as much as you want.

JANE KLUSKE



BOLD CULTURE

The best thing about working at G+T? The people. They're certainly intelligent and ambitious, but they're also down to earth and supportive. The pace is fast but stimulating, with opportunities to go as far as you want in your career.

The lack of hierarchy is visible when you walk into our open plan offices. It's the hallmark of our informal, flexible way of working that also recognises everyone as equal for their contribution to the firm. Everyone works together for a common purpose. Collectively, we value freedom and autonomy – so you'll feel empowered to work the way you want. There may be less structure and rules than you might expect at a law firm – and you'll be encouraged to ask questions and challenge our thinking.

FLEXIBLE WORKING

It's important to feel free. We're constantly looking to improve flexible work arrangements for our team members. If you want to sometimes work from home, we'll deliver a laptop and workstation straight to your door. You don't need a specific reason – flexible working is for everyone.

DIVERSITY

Our commitment to gender equality has been recognised by the Workplace Gender Equality Agency (WGEA) six years running. Everyone, from any race, sexuality, ethnicity or background, is welcome at G+T and our meritocracy doesn't care who you are – if you deserve reward, you'll get it no matter your work arrangements. We have an active and supportive LGBTI community and our Diversity Council is a concerted effort between our three offices.

CLUBS AND ACTIVITIES

We believe playing together makes us better at working together. Book clubs, sporting teams, social outings and representing G+T in intra-firm competitions – it's all available in a low-pressure, expectation-free environment if you're interested. And we're always looking to support our staff in fundraisers and other exciting out-of-office adventures.

MENTORSHIP

We don't get bogged down in hierarchy here at G+T. You'll be paired with an experienced lawyer who will help guide you through your rotations as you transfer into the practice area that's right for you. Our partners and team leaders take great pride in nurturing the next generation of great Australian lawyers, and positive, ongoing mentor relationships evolve naturally.



“
**IT'S A VERY
WELCOMING
AND INCLUSIVE
CULTURE. EVEN
AS GRADS AND
JUNIOR LAWYERS,
YOU FEEL VERY
MUCH PART OF
THE TEAM.**
”

JANE KLUSKE
LAWYER

A BOLD BUSINESS

Gilbert + Tobin is a leading independent corporate law firm and a key player in the Australian legal market. We are renowned for our ability to get things done.

WE PROMOTE DIVERSITY, INCLUSION AND WELLBEING.

800+

EMPLOYEES

62%

OF THE FIRM'S EMPLOYEES ARE WOMEN

PRIVATE EQUITY LEGAL ADVISOR OF THE YEAR

M&A Legal Advisor of the Year (Business Services) and M&A Legal Advisor of the Year (Consumer) - MergerMarket Australia Awards 2019

WGEA EMPLOYER OF CHOICE FOR GENDER EQUALITY 6 YEARS RUNNING

2020

38

THE NUMBER OF OUR LAWYERS WHO WERE RECOGNISED IN 21 AREAS OF LAW.

Chambers Asia Pacific 2020

1988

FIRST FOUNDED

Gilbert + Tobin was founded in 1988 by Danny Gilbert and Tony Tobin as a small team of lawyers focused on providing legal advice on high-profile, complex matters.

RANKED LAW FIRM OF THE YEAR

Lawyers Weekly Australian Law Awards

“BEST FIRM I HAVE EVER WORKED WITH. PRACTICAL, COMMERCIAL, INNOVATIVE AND COST CONSCIOUS.”

IFLR 2019

75

G+T PARTNERS WERE RECOGNISED AS LEADERS ACROSS 49 AREAS OF LAW INCLUDING 8 WHO WERE NAMED LAWYER OF THE YEAR IN THEIR RESPECTIVE SPECIALISATIONS).

Best Lawyers in Australia 2021

THREE

OFFICE LOCATIONS

We have offices in Melbourne, Perth and Sydney.

110

NEW LAWYERS JOINED IN 2019

WE CONTRIBUTE TO AUSTRALIAN SOCIETY THROUGH OUR NATIONAL PRO BONO PRACTICE

MOST INNOVATIVE FIRM

Beaton Client Choice Awards 2020

85%

OVERALL FIRM ENGAGEMENT SCORE

RANKED AN OUTSTANDING LAW FIRM

Gilbert + Tobin ranked an 'Outstanding' firm in the Asialaw Profiles 2019

36%

OF PARTNERS ARE WOMEN

WE PROVIDE ACCESS TO FLEXIBLE WORK ARRANGEMENTS

80+

PARTNERS

TIER I RANKING ACROSS 8 DIFFERENT PRACTICE GROUPS

THE LEGAL 500

Banking and Finance, Capital Markets (Equity), Competition and Trade, Corporate and M&A, Dispute Resolution, Intellectual Property, IT and Telecoms and Restructuring and Insolvency.

ARE YOU READY TO BE BOLD?

There has never been a better time to be part of Gilbert + Tobin. If you're up for the challenge of working with Australia's most innovative corporate law firm, learn more about our clerkship programs at gtlaw.com.au/bebold.

THE G+T PEOPLE FEATURED IN THE 2020 GRADUATE BROCHURE:

Ada Lam
Catrina Chen
Ciara Coleman
Dal Lim
Danielle Lukic
Danny Gilbert
Dianne Meguyer
Emily Almond
Gareth Cantin
Harry Meixner
Ivy Nguyen
Jade Bellassai
Jamie Ammendolea
Jane Kluske
Jennifer Saclle
Juan Roldan
Julien Hunt
Juliette van Ratingen

Lauren Ziegelaar
Lisa Ziegert
Maria Bletsas
Matthew Coe
Monica Jovanov
Nadia Rudder
Natalie Dalpadado
Nerissa Watkins
Nikhil Shah
Oliver Yee
Rebecca Ching
Sara Ayoub
Sriv Moorthy
Stuart Cormack
Tim Kyriakou
Tony Pang
Yasmin Howes

Gilbert + Tobin is an equal opportunity employer. If you require assistance accessing any of the information contained here, please contact Kristie Barton on (02) 9263 4575 or via gtcareers@gtlaw.com.au

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