



**Start your career at  
Australia's most active  
Corporate Law Firm**

A low-angle, upward-looking photograph of two modern skyscrapers. The buildings feature glass facades and metallic panels, creating a complex geometric pattern of lines and angles. The sky is a deep, clear blue. The text is overlaid in the center in a white, sans-serif font.

AUSTRALIAN CORPORATE  
MARKET LEADERS

TEAM OF  
45+ CORPORATE LAWYERS



# Firm profile

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**Steinepreis Paganin is an independent corporate and commercial law firm with offices in Perth and Melbourne.**

Established in October 1997, Steinepreis Paganin have an excellent market reputation and one of the largest corporate and commercial teams in Australia with a team of over 45 lawyers. We offer clients specialised and comprehensive advice on a range of corporate and commercial matters, servicing clients in Australia and internationally across all industry sectors.

*Steinepreis Paganin is:*

- *The most active legal advisor on corporate compliance in Australia.*
- *Consistently ranked #1 in Australia for ECM transactions (IPOs and secondary capital raisings).*
- *Consistently ranked in the top 3 in Australia for M&A transactions (takeover, schemes of arrangement and asset sales).*
- *Engage in more interactions with ASX than any other law firm in Australia.*
- *Market leaders in advising ASX listed companies.*

## Our clients

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**Steinepreis Paganin offers clients a comprehensive range of corporate, energy resources, financial services, and commercial legal services. Since its inception, the firm has developed a substantial corporate and commercial practice servicing the needs of our clients locally, interstate and overseas. We are known for our corporate work for public company clients, particularly in acting on initial public offerings and mergers and acquisitions, but we act on legal matters in a wide range of areas.**

*We enjoy an excellent reputation for being able to achieve our clients' commercial objectives through practical goal oriented legal advice. We attribute this to our commercial approach, open communication with our clients and our exceptional team.*

# Areas of Practice



## Equity Capital Markets

Our firm is consistently ranked 1st Australia wide in providing legal advice on new listings. Our percentage of the IPO market is generally between 15 - 20%, each year. In addition, we advise on many other equity offerings, including rights issues, accelerated rights issues, placements, convertible note and debt issues and share purchase plans.

Our ECM services include:

- advising on seed capital and other pre-IPO offerings;
- conducting initial public offerings;
- advising on reconstruction and re-compliance with the ASX;
- establishing listed and unlisted managed funds;
- advising on all forms of secondary offerings (including rights issues, accelerated rights issues, placements, convertible note and debt issues and share purchase plans); and
- advising on capital management (including buy-backs and capital reductions).



## Mergers & Acquisitions

Our mergers and acquisitions practice forms a large part of the work that we do, and we have advised on numerous takeovers, schemes of arrangement and other transactions, small and large, in this area. We are experienced in complex bids or hostile situations and have substantial experience in commencing and defending Takeovers Panel applications as well as obtaining all necessary regulatory approval and ASX and ASIC waivers relevant to mergers and acquisitions.

We also regularly advise on private equity acquisitions and share or asset acquisitions and divestments.



## Energy & Resources

We advise on most aspects of energy and resources projects. Our experience includes hard rock mining, oil and gas related resource projects, not only in Australia but in overseas jurisdictions including Asia, Europe, South America and Africa.

We prepare and provide advice on various agreements including joint venture agreements, sale and purchase agreements and option agreements, different types of royalty agreements, mineral rights agreements, compensation agreements, access agreements and toll treatment agreements.



## Corporate & Commercial

As the majority of our clients are publicly listed companies, we regularly advise on Corporations Act and ASX Listing Rule compliance issues, including drafting notices of meetings, board minutes, shareholder minutes, considering continuous disclosure obligations, corporate governance, periodic disclosure obligations to ASX and the like.



# Core transactions

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**Steinepreis Paganin, offers clients a comprehensive range of corporate and commercial legal services. Since its inception, the firm has developed a substantial corporate and commercial practice servicing the needs of clients locally, interstate and overseas.**

The firms' principal areas of work include:

- Equity fundraisings
- Initial Public Offerings (IPOs)
- Takeovers and reverse takeovers
- Mergers & acquisitions (including all types of share sales and asset sales)
- Managed investment schemes
- Corporate strategy, structuring, and execution
- AFS licensing and compliance
- Corporate reconstructions
- Mining and resources
- Legal due diligence
- Dual listings
- General corporate compliance advice on the Corporations Act and the Listing Rules of Australian Stock Exchange Limited (ASX)

# One team structure

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**At Steinepreis Paganin, we are very proud of our one team structure, which is a key point of difference to other firms.**

**From day one, and throughout your time at the firm, you will have the opportunity to work with team members at all levels from Partners to Lawyer and across the different offices.**

*To ensure that this structure remains a success, we rely on everyone working together as part of the team. We encourage open communication and create opportunities for support and feedback through our Buddy & Mentor Program, post completion meetings and Partner reviews.*

## Feedback about our “one team” structure

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*“Working with highly experienced corporate lawyers, some of the best in the business!”*

*“Exposure to the full spectrum of corporate and commercial transactions.”*

*“Provides opportunity to learn from various working styles.”*

*“Working as a key part of the team regardless of your years of experience.”*

# What sets us apart

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- No set billable targets
- One team structure
- Access to real work from the start

## Our Values

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**At Steinepreis Paganin, we live and breathe our Values every day and believe they are key to ensuring our culture remains strong. We expect our team to understand our core Values are and to embrace them in all that they do.**



**Growth**



**Reliability**



**Excellence**



**Accountability**



**Teamwork**

*We are committed to providing a diverse and inclusive culture, with equal opportunity to progress and have a meaningful career. We offer challenging and rewarding work in a supportive and inclusive environment, where everyone has the opportunity to achieve personal and professional growth.*

*Our welcoming, inclusive and fun culture based on our one team structure enhances collegiality and collaboration. Regular feedback, and the firm's Buddy and Mentor Programs, all aim to provide a supportive environment and make work a great place to be.*



# What our graduates say

**“ A clerkship with Steinpag offers an amazing practical experience to students, who get the opportunity to work with a dedicated, vibrant and highly professional team of intelligent lawyers.**

*The clerkship process is planned to extract the most out of the 2 weeks you spend with Steinpag, by immersing you in transactions and providing helpful training sessions. Steinpag clerks are given meaningful tasks which give you a true taste of what it is like to work in a busy, dedicated and convivial corporate firm.*

*The buddy and mentor system also gives clerks a first point of call for all questions, creating an unrivalled support network for a daunting time in our professional careers!”*



**Joe Woods**

*Lawyer, 2023 Graduate*

**“ Clerking with Steinepreis Paganin will provide you with a rewarding insight into our fast paced and engaging corporate and commercial practice.**

*Steinepreis Paganin aim to empower clerks with genuine legal experience and commercial exposure to give you a glimpse into life as a lawyer at Steinpag.*

*A clerkship with Steinepreis Paganin offers the opportunity to work with our intelligent, hardworking, collaborative and supportive team who will mentor and guide you through your clerkship experience.*

*You will be given first hand experience in junior legal tasks such as drafting legal documents, undertaking research tasks, and undertaking due diligence on a vast range of complex and stimulating transactions. You will also have the opportunity to shadow our lawyers as they attend client meetings amongst other activities. ”*



**Isabella Mitchell**

*Lawyer, 2023 Graduate*

# The Clerkship experience

**“ In June of 2022, I had the opportunity to undertake a clerkship in the Perth office of Steinepreis Paganin. I had a wonderful time gaining practical experience in corporate and commercial law but what stood out to me was the supportive, friendly, and collaborative environment created by the team who are now my colleagues.**

*Embarking on the clerkship journey as a law student is often an overwhelming experience and brings with it a rollercoaster of emotions. It can feel daunting, and it is so easy to get caught up in the comparison trap or worry that you don't have enough prior experience.*

*Looking back, if I could offer my past self some tips, they would have been this...*



**Grace Emery**

*Lawyer, 2023 Graduate*

## Applying for clerkships

**Try new things.** The very purpose of a clerkship is to provide university students with a taste of what it's like to work in a law firm. Don't be afraid to step out of your comfort zone. Clerkships are a chance to get a feel for the areas of law you might like to practice in but also to figure out those areas you might not. I have found working in law to be quite different to studying it and this is a great opportunity to see how your studies can be applied in practice for real clients.

**Transferable skills.** Prior legal experience is not crucial. The legal profession is a services industry and more important than having prior legal experience, is possessing soft skills such as teamwork, good communication, emotional intelligence, critical thinking, and a high level of organisation. Think about how any previous jobs, volunteer work or extracurricular activities have developed these skills and provide examples of how you have applied these in your clerkship applications as well as how your skills would make you a valuable clerk.

**Be interested and interesting.** At the end of the day, an interview is just a conversation with another person. Don't feel compelled to present yourself as someone you think you should be. Be yourself. Let the interviewer get to know your personality and what makes you unique. That being said, it goes a long way if you've done some research on the firm, its practice areas and any significant transactions they've been a part of. This shows a genuine interest in the firm and demonstrates that you would value the chance to clerk for them.

## During your clerkship

**It's about you too.** Remember that whilst clerkships are about a firm getting to know you, they are just as much an opportunity for you to get to know what a particular firm is like and if you can see a career there moving forward. Before you walk through the door, have a think about what it is you are looking to get out of the experience and how you want to feel at the end of your clerkship. Before walking out the door, take the time to reflect on whether your experience aligns with your career goals and values. Trust your instincts and prioritise your own growth and development.

**Be curious.** As a clerk, you are not expected to have extensive knowledge of the law or complete tasks to perfection. What you can do is demonstrate your eagerness and excitement to learn about the firm, how it ticks and the type of work they engage in. There will be so many different opportunities so take as many as you can.

**Make connections.** Meet and get to know as many people at the firm as you can. You're only there for a short period of time so make the most of every chance to connect with lawyers at all levels of the firm. They want to get to know you! Go for coffees with graduates to hear about their early experience working after law school and ask senior lawyers about their careers, practice areas and any interesting matters they've worked on.

Lastly, remember that clerkships are only the beginning of your career, and they are not the be-all and end-all when it comes to having a successful one. Advocate for yourself and have confidence in what you bring to the table, I'm sure it is so much. Good luck! ”

# Training & Development

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**The firm's professional development program and in-house CPD program are designed to equip you with the skills, knowledge, and confidence to support you to succeed and develop.**

- Graduate and Junior Lawyer Training Program
- Practical Legal Training (PLT)
- Buddy and Mentor Program
- Ongoing supervision and training
- Annual CPD Program
- External Professional Development opportunities
- Subsidised study opportunities

## Other benefits

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- Health & Wellbeing Program
- Employee Assistance Program (EAP)
- Reward & Recognition Program
- Flexible working practices
- Opportunity for interstate secondment and short-term interstate working
- Paid volunteer day
- Daily lunch, snacks, and beverages
- Referral rewards
- Mobile phone allowance
- Social events
- Up to 26 weeks of paid parental leave
- Supporting our community through the SP Charitable Foundation





# Clerkship opportunities

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**Our clerkships are for 2 weeks with multiple intakes over the Summer and Winter. The aim of our clerkship program is to give each Vacation Clerk exposure to the type of work we do, as well as to our culture and team environment.**

We provide Vacation Clerks with a hands-on experience where they will get to work closely with our highly experienced team of corporate lawyers on active matters from day one. We hope that this experience provides our Vacation Clerks with a genuine insight into what life at Steinepreis Paganin is all about and the nature of corporate and commercial legal work, which includes:

- ***Equity Capital Markets***
- ***Merges & Acquisitions***
- ***Energy & Resources***
- ***Corporate & Commercial***

Vacation Clerks are each allocated a buddy and mentor and provided with initial training and induction to ensure that they know how to go about things, who to go to for support and how to access work.



# Clerkship application process & key dates

**Applications are invited from penultimate and final year law students (with full working rights in Australia). Applications should include a cover letter, detailed CV and an up-to-date academic transcript.**

Shortlisted applicants will be invited to attend our offices for an interview with the Human Resources Manager and a Senior Associate and/or Partner.

We offer clerkships during Summer and Winter. Our clerkships are for a 2-week period.

## **PERTH** (24 clerkship positions; 4 clerks for each clerkship period)

<b>Applications Open</b>	9 am on Monday, 24 June 2024
<b>Applications Close</b>	11:59 pm on Sunday, 28 July 2024
<b>Interviews</b>	August 2024
<b>Offers made</b>	9 am on Friday, 13 September 2024

## **MELBOURNE** (18 clerkship positions; 3 clerks for each clerkship period)

<b>Applications Open</b>	9 am on Monday, 1 July 2024
<b>Applications Close</b>	11:59 pm on Sunday, 11 August 2024
<b>Interviews</b>	September 2024
<b>Offers made</b>	9 am on Friday, 13 September 2024

Apply via our website, including a cover letter, detailed CV and an up-to-date academic transcript before the closing date. [Please scan:](#)



# Graduate opportunities

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**At Steinepreis Paganin we pride ourselves on providing our Graduates with a fantastic opportunity in the Corporate Law sector. From day 1 of joining our team you will be working on active matters, with the support and guidance of our highly skilled team of corporate lawyers.**

Our one team structure ensures that you will work with team members at all levels from Partners to Lawyers, therefore giving you exposure to a wide range of experience and all kinds of matters across the corporate and commercial spectrum. You will benefit from working with some of the best Corporate Lawyers in the business, who have a wealth and depth of knowledge to share in this niche sector of law.

Our in-house National Graduate Training Program will help you to develop your skills and better understand the technical aspects of Commercial Law, with the ability to put it into practice on active matters.

As part of the Graduate Training Program, you will complete your Graduate Diploma in Legal Practice and Practical Legal Training (**PLT**) through the College of Law. This program will help build, reinforce and develop your skills for admission as a legal practitioner.

Throughout your time at Steinepreis Paganin you will be provided with regular ongoing feedback and the ability to focus and map out your desired career path. Our career reviews enable ongoing open and honest conversations which we believe are crucial to individual development and the development of our team as a whole.

At Steinepreis Paganin we live and breathe our values of Growth, Respect, Excellence, Accountability and Teamwork as we believe they make us **GREAT** at what we do. We pride ourselves on delivering quality work for our clients in an efficient way and we look to bring on graduates who reflect these values through their behaviours, both personally and professionally.



# Graduate application process & key dates

**Applications are invited from final year law students (with full working rights in Australia). Applications should include a cover letter, detailed CV and an up-to-date academic transcript.**

Shortlisted applicants will be invited to attend our offices for an interview with the Human Resources Manager and a Senior Associate and/or Partner.

## PERTH

Applications Open	9 am on Friday, 31 May 2024
Applications Close	5 pm on Friday, 21 June 2024
Interviews	Monday on 1 July - Friday, 12 July 2024
Offers made	9 am on Friday, 19 July 2024

## MELBOURNE

Priority offers will be made	10 am on Tuesday, 6 August 2024
Priority offers close	12 pm on Wednesday, 7 August 2024
Market offer applications open	10 am on Thursday, 8 August 2024
Market offer applications close	11:59 pm on Wednesday, 21 August 2024
Interviews	September 2024
Offers from	10 am on Wednesday, 2 October 2024

Apply via our website, including a cover letter, detailed CV and an up-to-date academic transcript before the closing date. [Please scan:](#)



# CONTACT US

To find out more about our vacation clerkship and graduate opportunities, please visit:



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[www.steinpag.com.au](http://www.steinpag.com.au)



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