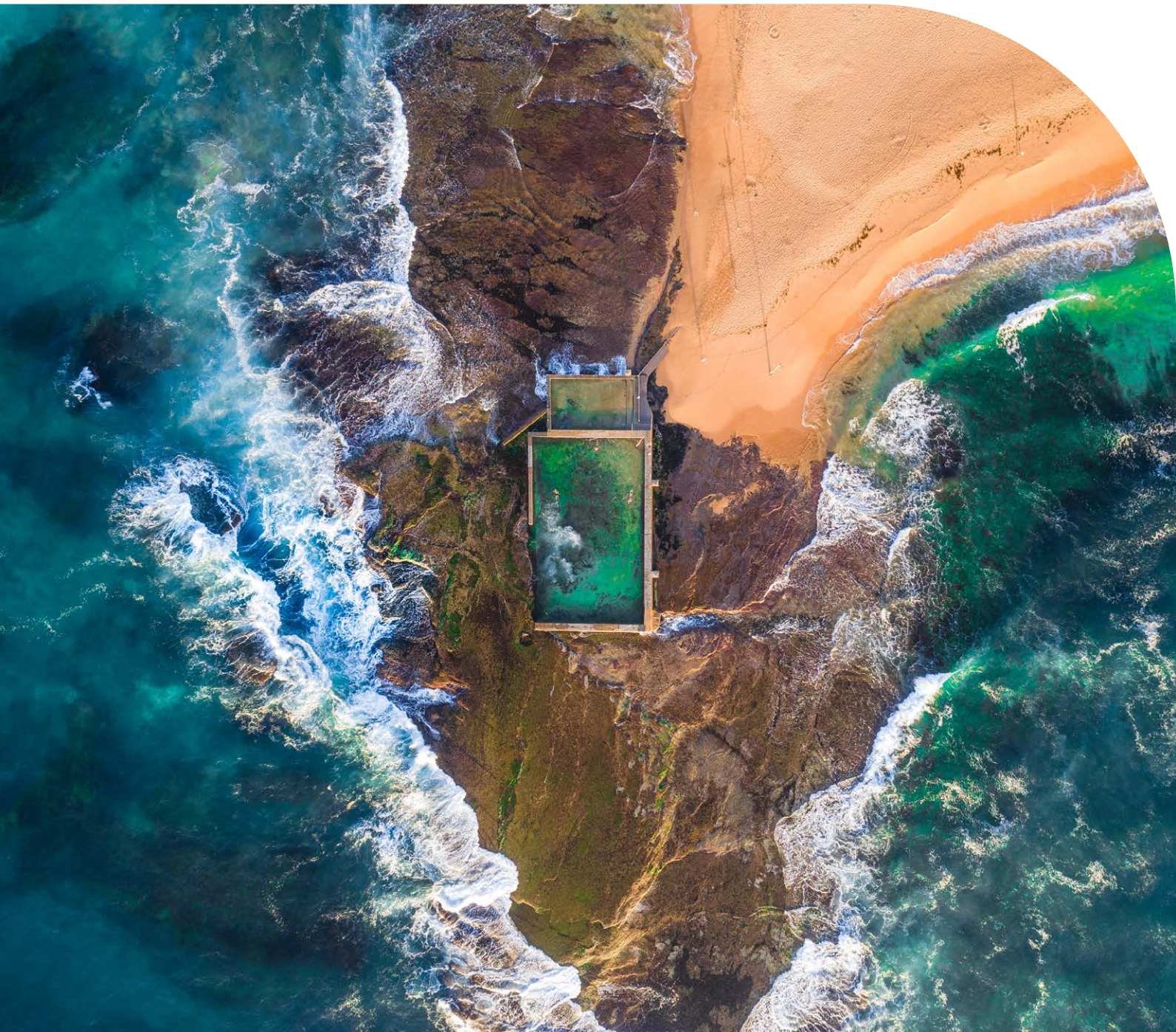


CLAYTON UTZ



Clients and Markets Manager Opportunities - Sydney



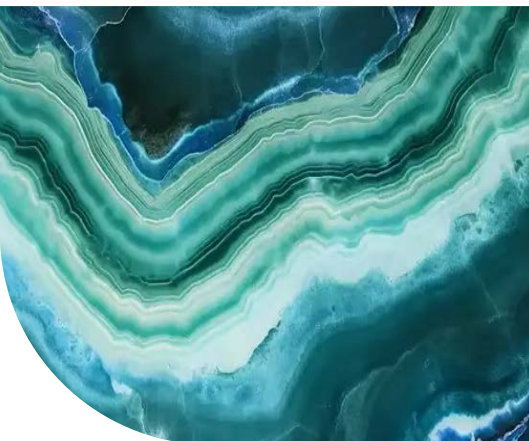
About Clayton Utz

Clayton Utz is one of Australia's oldest and largest law firms, with offices in six cities and nearly 200 partners. We provide a full range of legal services for large private sector and government clients.

We're interested in talking about you and with you.

It's why, wherever you are, we give you advice that connects with you. Advice that isn't just a one-size-fits-all solution taken off a shelf, but that reflects who you are, and what you need. Advice created by lawyers with different experiences and different views, but united by an entrepreneurial spirit, a can-do attitude, confidence in each other, and pride in helping you achieve.

As you might have noticed, we like speaking plainly. While we like thinking creatively to help you, we won't give you an answer hidden by legal jargon, or that doesn't reflect our honest opinion. Our clients value that, and trust us with their most important work. And we work hard to deserve that trust."



Pro bono

Pro bono is a part of who we are: we act for low income and vulnerable people and for not-for-profit organisations which support them.

The arts

We're committed to the cultural sector, and the broader creative communities in which we live and work.

ESG

We are more than the legal work we do. Being a responsible business is part of who we are as a firm.

Culture

As one of Australia's leading law firms, our culture has been built by independent thinkers. As part of our team, you'll be encouraged to think differently, work globally, and help the community, as you carve your own path.

We know that having diverse people in the firm makes all of our experiences better. We want you to be yourself and feel that you belong. At Clayton Utz, we embrace and celebrate unique backgrounds and our people's life experiences. For us, this includes diversity of thought, background, experience, personal circumstances, education, religion, sexual orientation, gender expression, gender identity, age, ethnicity and abilities.

We are committed to an inclusive culture where all of our people feel valued and respected, are recognised for their unique contributions and are encouraged and assisted to achieve their full potential.



Clients & Markets

Opportunity to join the team!

You're not just joining a team; you're a key player in shaping our future. Your role involves not just providing strategic advice and spotting market trends, but also crafting meaningful client relationships and innovative marketing strategies, harnessing digital avenues. In this team, we're dedicated to more than just numbers; we focus on creating authentic client experiences that drive the firm's growth.

There are currently two roles available – both Clients & Markets Managers in Sydney, supporting two different Practice Groups:

- key group within the Disputes & Regulatory Practice Stream
- Corporate, M&A, Capital Markets & Tax.

Both roles reports to a Senior Manager with a much wider remit and so offer an attractive level of ownership and the chance to make a real impact, working closely with your partner group.

About the Roles

Clients & Markets Manager within Disputes and Regulatory Stream

Reports to
[Johanna Procter](#)
Senior Manager,
Clients & Markets

Position Summary

This role will lead the business development function for a key practice group within the Disputes and Regulatory Stream. You will be working with some of the most high-profile clients of the firm. In your role, you will oversee the strategic development and management of the firm's key initiatives relating to this key practice group - including client management, pursuit initiatives and related pitching. You will work closely with the other business development managers in your Stream. You will be supported by a shared pool of Advisers and Coordinators within the Disputes and Regulatory Stream and have access to a centralised pitching team for larger, panel-based opportunities. This role will report to the Senior Manager for Disputes and Regulatory.

Clients & Markets Manager Corporate M&A, Capital Markets & Tax

Reports to	Stakeholders	
Emily Mann	Stephanie Daveson	Angela Wood
Senior Manager, Clients & Markets	National Practice Group Leader, Corporate	National Practice Group Leader, Tax

Position Summary

This role will lead the business development function for the Corporate M&A, Capital Markets & Tax practice groups within the Advisory & Transactions Stream. You will be working with some of the most high-profile clients of the firm.

In your role, you will oversee the strategic development and management of the firm's key initiatives relating to Corporate M&A, Capital Markets & Tax - including client management, pursuit initiatives and related pitching. You will work closely with the other business development managers in your Stream, including those for Banking & Financial Services and Restructuring & Insolvency. You will be supported by a shared pool of Advisers and Coordinators within the Advisory & Transactions Stream and have access to a centralised pitching team for larger, panel-based opportunities. This role will report to the Senior Manager for Advisory & Transactions.

Key responsibilities for these roles

In these positions you will have the opportunity to work alongside industry leading partners to set and implement the strategic direction of the practice. Working with domestic and international clients, and across legal matters that help shape the Australian legal landscape, this highly sought after role will provide the variety and challenge you seek to further grow your strategic business development skills.

You will be involved with:

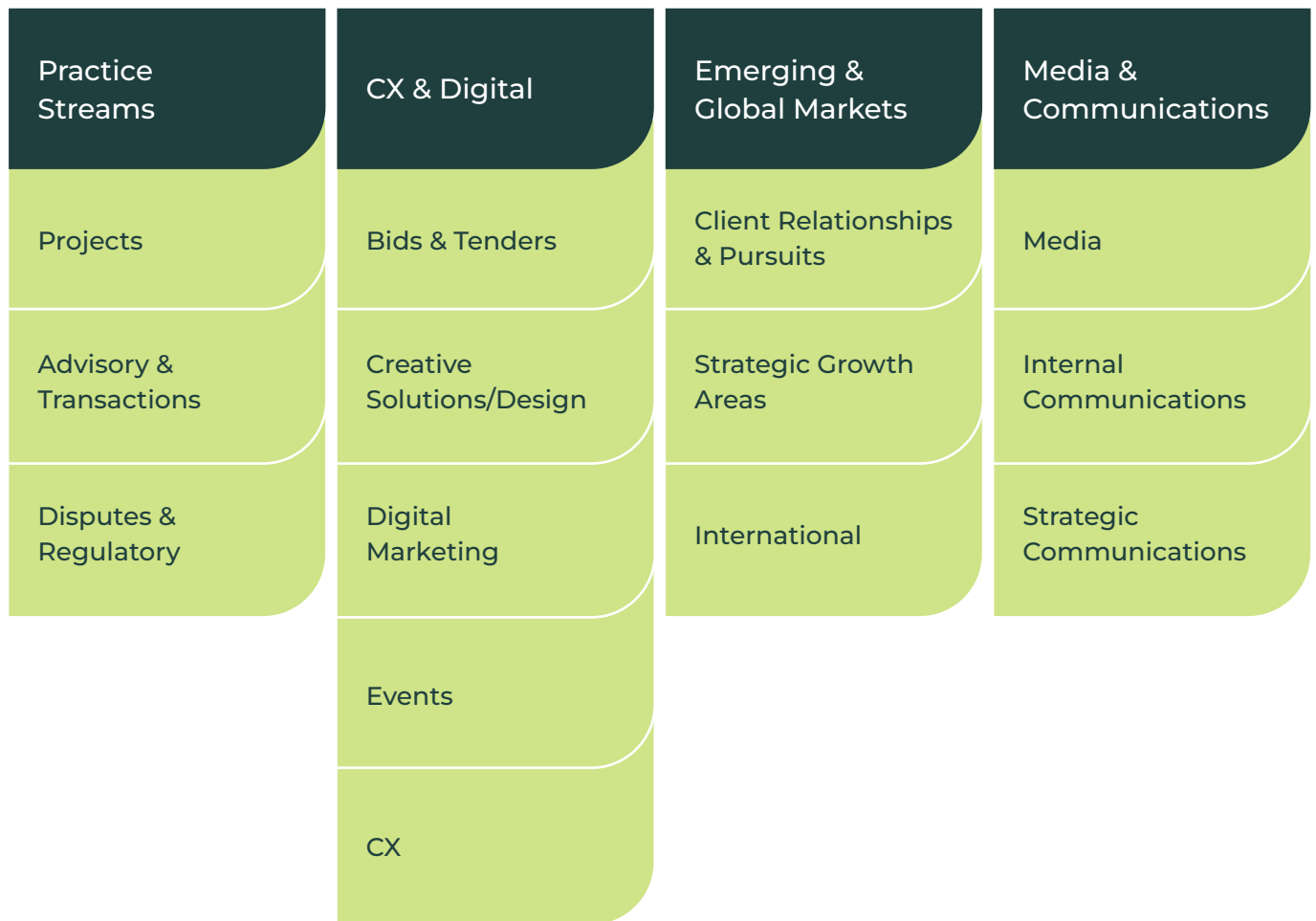
- Proactively managing your key practice in alignment with the overall Practice Stream's strategic objectives;
- Identifying client/new work opportunities, emerging products and service areas and market development opportunities and working with senior stakeholders to pursue these;
- Identifying, planning and executing market-leading client engagement opportunities;
- Providing a source of market/industry insight to key stakeholders, being responsible for a number of industry focussed business development initiatives;
- Working with the wider team to implement the firm's 2023-2026 Strategy.
- Mentoring and leading team members;
- Working on other business critical projects across the business;
- Communicating the vision and purpose of Clients & Markets within the firm to heighten its understanding of the role of Clients & Markets as trusted advisers.

Essential Skills & Experience

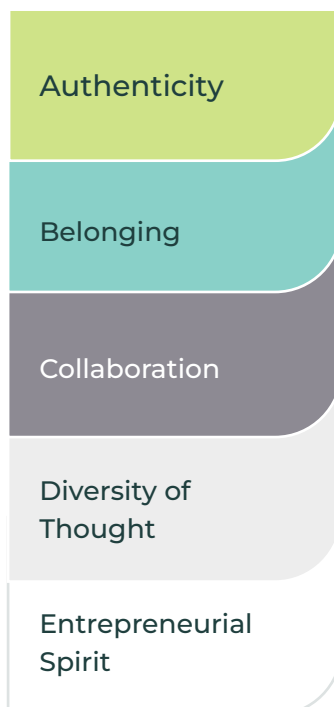
As the successful candidate you will have:

- Relevant tertiary qualifications (either business/legal/finance) coupled with legal/client development experience gained ideally from a professional services environment;
- Demonstrated ability to work autonomously and proactively;
- Excellent stakeholder management skills, the ability to influence, persuade and negotiate;
- Strong project management skills and a proactive and pragmatic style;
- Proven leadership skills;
- People/team management; and,
- Resilience and self-motivation, able to work autonomously with a large degree of flexibility and adaptability.

Structure and Organisational Chart



Our Values



Employee Benefits

Grow and develop

- Learning, training and development opportunities via classroom, workshops and online.
- Help with post-graduate tuition fees and up to six days' paid study leave per year.
- Paid professional memberships.
- Access to Diversity & Inclusion (D&I) interest groups and D&I related activity, plus membership of leading D&I organisations.

Wellbeing and CU Embrace

- CU Embrace: is all about supporting everyone to embrace a better day, in a way that suits their individual needs. Embrace encompasses all forms of working, and all domains of wellbeing.
- Health & Wellbeing Program: health assessments, health coaching, discounted gym membership and annual Flu vaccinations.
- Employee Assistance Program: 24/7 free, confidential counselling for you and your family.

Work flexibly

- Tools, technology and 24/7 IT support to empower you to work in the office or remotely.
- Work with the most up-to-date technology, from mobile phones to powerful lightweight hybrid 2-in-1 touch screen laptops.
- Subsidised internet costs.

Time for you and family

- Up to 26 weeks' paid parental leave which can be used flexibly over 2 years – for birth, adoption and surrogacy. No gap in your superannuation earnings for up to 52 weeks. We'll also support your transition back to work.
- Purchase an extra four weeks' additional leave each year (other forms of personal paid leave are available if you need them).
- Access to resources and services such as emergency childcare and elder care.
- Extended leave of absence, knowing you will have your role to return to.

Employee Benefits

Financial peace of mind

- Free financial health checks.
- CommBank product discounts and specialist financial advice through Commonwealth Bank.
- Firm-funded Salary Continuous Insurance, and Life, Total and Permanent Disablement (TPD) Insurance if you're unable to work through injury or illness.
- Tax-effective salary packages on novated leases on motor vehicles, superannuation payments, car parking or airport lounge memberships.

Give back

- One day of community leave a year to volunteer at one of our charity partners.
- Firm-sponsored fundraising events such as cycle challenges or STEPtember.
- Apply for a firm grant from the Clayton Utz Foundation to support your fundraising activities outside work.

Lifestyle perks

- Discounted products and services for you and your family, including travel, retail, wellbeing and health insurance.
- Team and office hosted events such as annual Christmas parties, End of Financial Year events, and Family Day outings.

Be rewarded

- Competitive, annually reviewed total rewards package.
- Annual bonus scheme plus additional rewards for significant contributions.
- Earn up to \$10,000 for successful referrals through the Employee Referral Program.





Sarah Harman
Director of Clients & Markets

What can you tell us about the strategy and vision for the Clients & Markets team?

Our firm strategy sets ambitious objectives and Clients & Markets have one of the most critical roles in realising their successful delivery. Clients & Markets is an important division to all firms, but at Clayton Utz it's more than a support function. Clients & Markets is the driving force behind the growth and evolution of the firm.

Of course, our legal expertise is top tier. You would expect nothing less. But what Clayton Utz recognises as part of the strategy, is to be a true top tier firm, and to keep pace with the complex and sophisticated clients we work with, we need to be constantly evolving. There is no room for complacency. I see the role of Clients & Markets to be the opportunity spotters, the idea generators and the disrupters. I want Clients & Markets to be the face of entrepreneurialism at Clayton Utz and to be continually identifying new and better ways of engaging and providing value to our clients.



Ben Judd
Head of Client Experience & Digital

Why is this an exciting time to join the team?

The legal industry has long been ripe for challenging the status quo, and that's precisely our aim at Clayton Utz. Whether it's how we engage with clients, leverage cutting-edge market analysis to spot opportunities, or augment our capabilities with AI. (*By the way, we're not just talking about it—we're using AI to automate tasks, gain deeper insights from data, and personalise client interactions*). This data-driven approach enables us to make smarter, more informed commercial decisions. That's where you come in. There has never been a more exciting time to be part of a team that's committed to rethinking how things are done, and you will play a key role in driving that change.



James Hill
**Head of Emerging &
Global Markets**

You have worked in this team for over 7 years, can you describe the culture and working environment this person will experience?

There is no doubt about it, expectations of our team are rightly high – but this is one of the key elements of the role that has kept me motivated and engaged during my time here. That combination of intellectual stretch, autonomy and a collaborative and friendly environment is important for me and many others in Clients & Markets. I love hearing the different responses my colleagues give when asked about our firm culture, because they can often be deeply individual, but also revealing. For some it's the fact that you'll be on first name terms with most people in your office (or even nationally) in record time, whatever their role. For others, it's the freedom to bring your creativity to a role and be supported both from the top and from their peers in doing so. The important thing is that both of those only happen – and can only happen – because the Clients & Markets team has such a close connection to the firm's leaders, and such a central role in the implementation of the firm's strategy.



Emma Covacevich
Chief Executive Partner

How integral is the Clients & Markets team to the broader business at Clayton Utz?

Over the past 12 months we've done significant work to develop and drive forward a new strategy for our firm. Clients & Markets has played a pivotal role in this and the position and focus of that team has evolved considerably. Clients & Markets is truly central to our firm's success and the work they undertake is more sophisticated and innovative than ever before. I work very closely with our Director of Clients & Markets and many members of the Clients & Markets team, and I'm constantly impressed by the way the team brings forward fresh ideas and pushes boundaries to find new and better ways to engage with our clients. It's an exciting time for the team and for our firm.



From Our Team



Jo Procter
Clients & Markets
Senior Manager

The Clients & Markets team at Clayton Utz is extremely well respected in the business, and this was one of the main reasons I joined the firm. We have the mandate to be the drivers of change and therefore have the ability to make a tangible impact.



Emily Mann
Clients & Markets
Senior Manager

Returning to Clayton Utz was an easy decision for me. The Clients & Markets team culture here is deeply collaborative, Partners genuinely value your insights, and everyone is empowered to contribute to the success of the firm.



Heather McFarland
Clients & Markets
Senior Manager

I have worked with Clayton Utz for many years - I arrived, left, then came back. It's the smart people (both the legal and Clients & Markets teams) that I work with that keeps me enjoying my role. My job is varied and shifts all the time to keep the firm competitive, which is interesting and challenging, with plenty of opportunities to learn and develop.



Ashley Quek
Clients & Markets
Manager

I returned to Clayton Utz to be a part of a team that values and invests in the growth of its people. The firm's commitment to truly understanding and addressing client needs, combined with a collaborative and entrepreneurial culture, makes it a place where I can contribute meaningfully to our clients' success.

CLAYTON UTZ



How to apply

Clayton Utz has recognised the strategic importance of these roles to its business and has invested in a full search campaign through working exclusively with Executive Search Firm Seldon Rosser to canvass the market for exceptional talent.

To express your interest in these opportunities please contact paula@seldonrosser.com with a copy of your resume and a covering letter that outlines your relevant experience for this position.

Or if you would like additional information, please contact:
Paula Saxon: paula@seldonrosser.com +61 472 732 955, or
Katie Rosser: katie@seldonrosser.com +61 424 944 997

Clayton Utz is interested in International candidates and will offer a visa and potentially relocation assistance for excellent candidates coming from major markets and premium firms. If you are on a UK or similar time-zone, please contact Graham Seldon, graham@seldonrosser.com (UK) +44 7384 447633

Seldon Rosser search process and candidate engagement

Approach candidates

We will have an initial discussion with you over the phone to determine your interest and suitability for this role and discuss your background and aspirations.

Interview candidates

Once your interest and suitability has been determined we will arrange for you to have a formal interview with the more appropriate Seldon Rosser consultant.

Short listing

Having met with candidates who will differ on experience, ambition and background, we will put forward a number of candidates whom we feel most meet the criteria.

Meeting our clients

Our client will usually meet all candidates on the shortlist. If not, we will provide full feedback as to why. Your interviews with our client will give you a platform to showcase your experiences as well as the opportunity to really understand the role, the company culture and their expectations of you. We anticipate there will be approximately 3 interviews and opportunities to meet key stakeholders to get a feel for the business.

Due diligence

As with any search, both you and the firm will be conducting due diligence. References for this search will most likely be at the end of the process with the preferred candidate for each role and you can see more about how this will work here.

Offer and acceptance

We work with the client to on preparing an offer and we will then present this to you. We will support you as you resign, and in the lead up to your start date.

Ongoing communications

We like to maintain contact with all candidates. If you have been successful, we will check in during the first weeks and months to ensure the new role is going well and expectations have been met on both sides. If you are unsuccessful we will provide full and open feedback and seek to help you as best we can in other applications.

Confidentiality

We guarantee that any approach we make to you and any discussions we have will be in the strictest confidence.

About Seldon Rosser

Seldon Rosser helps professional services firms secure the best sales, business development, client relationship, marketing & communications professionals in the APAC region.

Our reputation, knowledge and networks mean we are often the first and only recruitment and search agency clients and candidates work with.

Working with Candidates

We work closely with candidates throughout their career. Whether candidates are moving to a new city or require a discreet approach to their search, we pride ourselves on giving candidates an excellent experience when they partner with us.

We ensure that the top talent across all industries we work in have access to the best opportunities the regions have to offer. We work as career coaches along the journeys of our candidates to guide them at specific milestones and junctions. We offer comprehensive advice and guidance about having both aspirational targets and measured expectations throughout the career of a candidate.

We are proud to see the evolution of many people we have placed into more senior roles, where they now seek out our partnership to work together as our client, as they build and grow their own teams and firms.

Working with Clients

Having spent over two decades investing in meeting clients and candidates face to face across the region we are now incredibly well networked in key centres; Auckland, Brisbane, Canberra, Dubai, Hong Kong, London, Melbourne, Perth, Singapore and Sydney.

We regularly work in these cities and have built up a solid reputation for sourcing 'local' talent. We also surprise many of our clients and candidates by our global reach. We see the world as one market and make no assumptions on where the best candidate will come from. Our job is to find the best people for our clients and we have many examples of where we have relocated candidates across the World.

Focus on the candidate experience

Discretion is at the core of our service. We take the time to deeply understand the aspirations, skills and requirements of candidates, right from our first meeting. We are the advocate and liaison to the client, on behalf of candidates. As a candidate of Seldon Rosser, you can expect timely updates, regular information sharing, discreet communications and a focus on the opportunities ahead of you.



Graham Seldon



Katie Rosser



Paula Saxon