

Twomey.

DISPUTE LAWYERS

A BOOKLET FOR THE PEOPLE
WE WANT ON OUR TEAM

Life at Twomey.

What it's really like to work here.

GET
IT
DONE.



If you're looking for the polished recruiter pitch, this isn't it. This is the real version.

We're Twomey Dispute Lawyers. We started on the Gold Coast in 2019 and now we've got offices in Melbourne, Sydney, Brisbane and the Gold Coast, with a team that's grown to over 20 people. We only do disputes. That's it. No conveyancing, no estate planning, no upsells. Just litigation, done properly.

And we've built this firm in a way that, frankly, most law firms haven't bothered to. We've gone out of our way to fix the things that traditionally make legal practice miserable, the file dumps, the politics, the chest-beating, the burnout, the wait-five-years-for-a-promotion ceremony. We didn't set out to build a "lifestyle" firm. We set out to build a high-performing firm where the people doing the work aren't treated like consumables.

"We set out to build a high-performing firm where the people doing the work aren't treated like consumables."

If that sounds like something worth being part of, keep reading.

01

Who we are

A specialist litigation firm, and nothing else. Here's what that focus buys our clients and our people.

Twomey is a specialist litigation firm. We act for businesses and individuals across Australia in commercial disputes, defamation, employment, debt recovery, insolvency, partnership and shareholder disputes, building and construction, property, and wills and estates disputes.

We're not generalists pretending to do litigation on the side. Every lawyer here is a dispute lawyer, and that focus is the whole point. It's how we deliver fast, accurate, commercial advice without the woolly hedging that gives lawyers a bad name.

VISION

**Be 5 steps ahead.
Always.**

In everything we do. Across legal matters. Across workplace wellness. Leading boldly, and being relentless and consistent in our pursuit.

MISSION

Act on behalf; never by half.

Move with fluidity. Be authentic.

THE SHAPE OF THE FIRM

100% disputes. Built on purpose.

2019

Founded December 2019

4

Offices, Melbourne, Sydney,
Brisbane and Gold Coast

20+

Team members and growing

2+4

Two Directors and four
Partners to learn from

100%

disputes, no conveyancing, no estate planning, no
other practice areas. Just litigation.

Why culture matters here

Law has a wellbeing problem. We built this firm to be part of the answer, not part of the problem.

The legal profession has known for a long time that it has a mental health problem. Long hours, high stakes, adversarial work, and firm cultures that often confuse martyrdom with merit have made law one of the most psychologically punishing professions to work in. Most firms acknowledge this. Very few do anything structural about it.

Twomey was founded by Ben Twomey on the deliberate view that a law firm could be high-performing and look after its people at the same time, and that, in fact, the two things reinforce each other. Every leader within the firm shares that conviction, and works to strengthen that ethos as the firm grows.

Wellbeing is an aim, not a perk.

At Twomey, positive mental health outcomes for our people aren't a side-benefit of working here, they're an outcome we actively design for. That shapes how we structure teams, set workloads, manage performance, mentor, handle stress, and run the working day.

We can't promise nobody will ever have a hard week. Litigation is genuinely demanding and that won't change. What we can promise is that the firm is built so hard weeks are the exception, not the operating model, and that when someone is struggling, the firm notices and responds.

RESPECT IS THE FLOOR, NOT THE CEILING

Good culture, in our view, is underpinned by respect, between everyone, regardless of seniority. No taking stress out on colleagues, no chest-beating, no walking on eggshells, and no tolerating behaviour that erodes the environment for everyone else. We hold this line because we've seen what happens to firms that don't.

HOW WE ACTUALLY DO THIS

The Check In

Every staff member has a scheduled Check In with their supervising Partner or a Director (typically bi-monthly). Not a performance review. Not a tick-box. A structured conversation so no one is quietly struggling, and a direct line to the people running the firm. Each covers:

How you're feeling, personally and about work

How you're coping with the ordinary pressures of the role

What's working operationally, and what isn't

How your team is travelling, from your point of view

Your professional development, wins, hard parts, growth

A recent win, a current challenge, and someone living the values

Notes from each Check In are kept, so patterns can be picked up over time.

"The Check In exists for one reason, so that no one at this firm is invisible."

Four words. Built to be fluid.

Each word is crafted so that, swapped with any other, it still rings true to how we work. Most firms write values on a wall. Ours shape how we operate, who we hire, and what we won't tolerate.

Lead
boldly

Operate
humbly

Move
quickly

Win
strategically

VALUE ONE

Lead **boldly.**

We're not afraid to be different. We do things the way disputes actually need to be done, not the way tradition says they should be done.

Law firms are famously slow to change. We're not. We're willing to throw out the playbook when the playbook is the problem, how matters are run, how teams are structured, how people are progressed, how we use technology. We lead practice, internally and externally, by being unorthodox where it actually matters. This isn't bravado. It's a commitment to meeting what clients need, rather than defending traditions nobody can quite remember the reason for.

VALUE TWO

Operate humbly.

Our words are aligned with our actions. We just get on with the job.

Humble doesn't mean meek here. It means no ego. No chest-beating. No politics. No walking on eggshells around anyone. The team is genuinely collaborative, people help each other, do what needs doing, and aren't hung up on whose name goes on what.

It shows up in our correspondence too. We don't write to opposing parties to sound impressive. We know the law inside out and use it to our clients' advantage, but we don't act like we're the heroes of the story. We prefer real talk, clear, direct, useful, because that's what actually moves a matter forward.

VALUE THREE

Move quickly.

In litigation, you have to adapt. We pivot fast, we don't let small hurdles stop us, and we're always looking for the next move.

Our team is built around people who actually want to push matters forward. We're proactive, not reactive. And in litigation, where the other side, the court, and the facts can change overnight, we adapt strategy fast. This is partly cultural and partly operational: we've invested heavily in the systems and processes that let lawyers move quickly without burning out or making mistakes.

VALUE FOUR

Win strategically.

We could press every point. But we won't, if it doesn't actually help the client win.

Litigation has real risks, cost, time, reputation, outcome. A win-at-all-costs approach often loses sight of what the client actually needs: the dispute resolved, well and quickly, so they can get on with their life or business. We give advice that's commercially sharp, not combatively reflexive. Sometimes that means recommending early resolution even when there's a fight available. Sometimes it means going hard. The strategy serves the client, not our billable hours.

A day in the life

Manageable workload. Distributed fairly. Nobody tiptoeing around anyone. Here's what working at Twomey actually looks like, day to day.



The office actually feels like somewhere you want to be

We've steered away from the sterile corporate feeling. Our spaces are designed to vibe, comfortable, relaxed, somewhere you can actually think and do good work. Focused but human, switched-on but not stiff.

Work is distributed, not dumped

Every matter is run by a legal team, a senior lawyer providing strategy and supervision; a mid-level lawyer with day-to-day conduct; and a junior or graduate doing the groundwork. The partner's time is leveraged across the team, and juniors get real experience on meaningful work, not just admin. The work is spread evenly, and no one is buried.

Active mentoring, not "my door is open"

At traditional firms a junior gets dumped with files they've never seen, told to figure it out, and eats the non-billable hours when they make mistakes. That's how lawyers burn out. We don't do that. Senior lawyers are actively involved in unpacking matters with juniors, space to think, then talk it through together. Two heads on the matter. The junior builds real skills; the client gets better advice. It's how good lawyers are actually made.

**No ego. No politics.
No eggshells.**

No internal jockeying, no diplomatic dance, no backchanneling. People are genuinely friends and have each other's back. That comes from the top. People don't leave jobs because of the job, they leave because of their supervisor. Ours are the kind you'd actually want to work with.

KPIS THAT WORK WITHIN A NORMAL DAY

Billable targets are set high enough to keep the firm performing, but genuinely achievable within business hours in our system. New people ramp up over a few months, that's built in. Once you're embedded, the targets are very doable.

How we grow people

"You shouldn't have to wait three or four years to get a promotion. If you're developing, we'll recognise it."

Sublevels instead of long waits

Traditional firms make you grind through lawyer, associate, senior associate, special counsel, partner, often with years between recognitions. We've broken those levels into sublevels:

Lawyer

Three sublevels

Associate

Three sublevels

Senior Associate

Two sublevels

Special Counsel +

Separate progression

You don't wait years to be recognised. As your skills develop, we level you up, with the automatic pay increase that comes with it.

Skills, not years on the desk

We don't progress people on post-admission experience alone. Two lawyers admitted the same year might sit at different sublevels, part-time, parental leave, or different pre-admission experience all shift the pace. It's fair and equitable: same level, same pay. But the path there reflects actual skill, not a calendar.

The tangible stuff

The day-to-day things that make a workplace either tolerable or genuinely good. Here's what we do.



Casual dress (mostly)

Be comfortable, it makes us more relatable to clients in stressful situations. Suits come out for court and mediation, obviously.



Flexible working hours

Do your hours across the week, in equal hours per day, anywhere in our 7:30am–5:00pm window. Start at 7:30 and finish at 4? Go for it.



Flexible public holidays

Work the public holiday in your state, get paid, and accrue a day in lieu to take whenever suits. Stack a few for a longer holiday.



Wellness allowance (+ a gym on the Gold Coast)

A wellness allowance for a gym membership, mental health, or whatever supports you. The Gold Coast office has a gym built in, free to use, on your own schedule.



Quarterly team days

Every quarter, in every office, we get off the tools. Activity, lunch, whatever, real time for the team to bond. Not performative; part of how we stay close.

TWOMEY
DISPUTE
LAWYERS

Why we think you'll fit

"Perform at an elite level during business hours, then switch off and live a good life. We don't think those two things are a trade-off."

We're not for everyone, and that's okay. The people who thrive here want the same thing we're built around: to perform at an elite level during business hours, and then switch off and live a genuinely good life outside of them. The best lawyers we know want both, and most firms only let them have one.

You're tired of the traditional firm grind

Dumped with files, exhausting politics, billing late just to hit the number, progression by waiting your turn, you'll feel a weight lift when you join us.

You want to be very good at one thing

We only do disputes. Specialise as a litigator without being asked to cross-sell or pad out a generalist file mix.

You like working in a team, not a hierarchy

Built around collaboration, not gatekeeping. Learn from your seniors and give meaningful work to your juniors.

You bring real energy and don't need to be carried

Proactive, adaptive, wanting to push matters forward, without working yourself into the ground. Caring about the outcome and being switched on when you're on.

Across every role, we hire for these.

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- 01 Real specialist interest in disputes and litigation
 - 02 Commercial thinking, not just legal correctness
 - 03 The willingness to be direct, and the maturity to receive it
 - 04 No ego. None. Genuinely.
 - 05 Strong work ethic without martyrdom
 - 06 Curiosity, adaptability, and a willingness to learn the Twomey way
 - 07 People who want to be part of building something
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If you've read this far, here's how it goes.

LET US KNOW YOU'RE INTERESTED

Send your resume to ben@tdllaw.com.au. Everything will be dealt with in the strictest of confidence, that's why you're making contact with a director, not an email monitored by everyone.

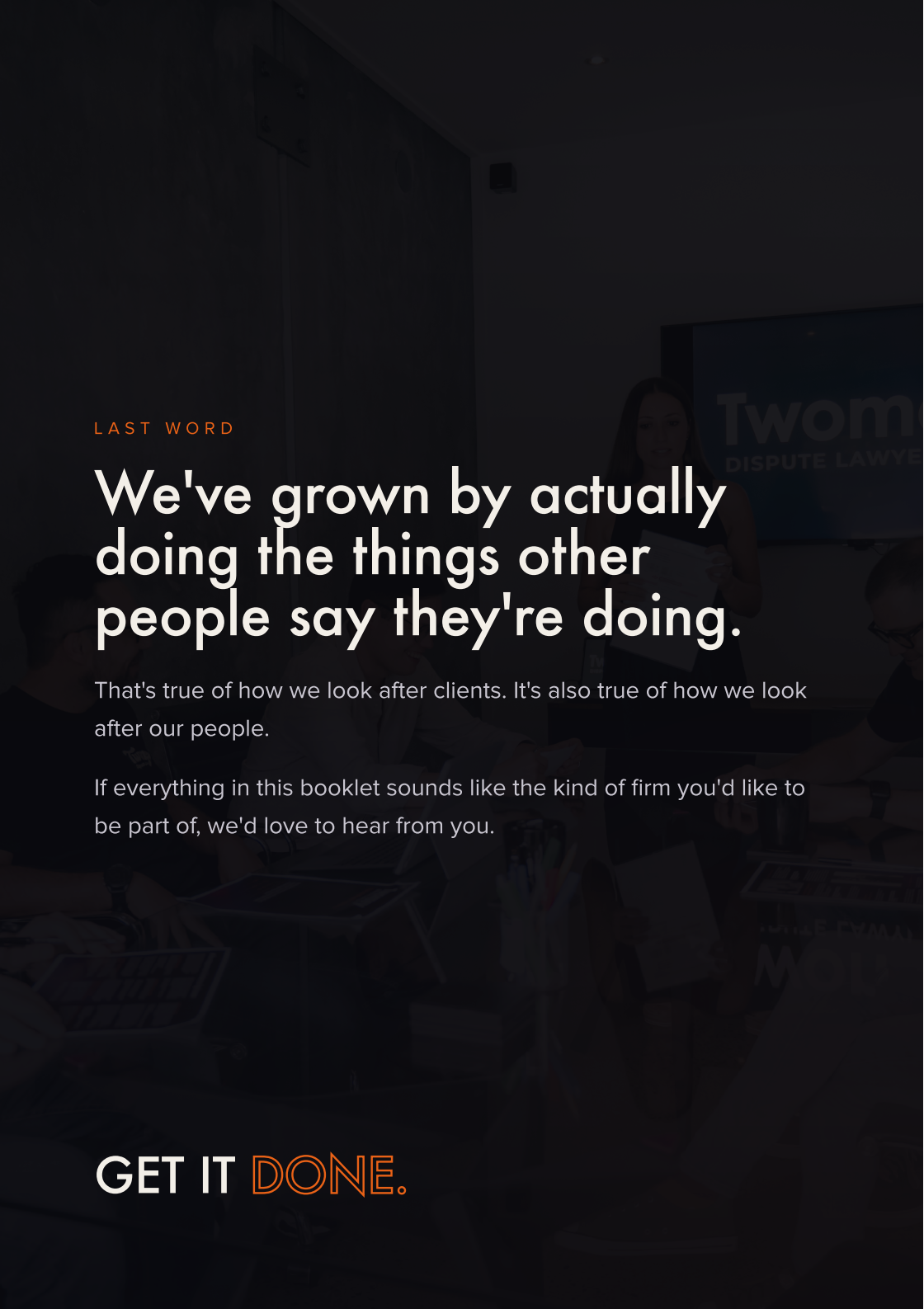
A real conversation first, not a screening interview pretending to be one.

Honest questions about what you want, what you're escaping, and what you're hoping for.

Honest answers from us about whether we're a fit.

No theatre. No games. No multi-round corporate assessments unless they actually matter for the role.

If we're right for each other, you'll know quickly. And if we're not, we'll tell you. That's the Twomey way.



LAST WORD

We've grown by actually doing the things other people say they're doing.

That's true of how we look after clients. It's also true of how we look after our people.

If everything in this booklet sounds like the kind of firm you'd like to be part of, we'd love to hear from you.

GET IT **DONE.**

Twomey.

DISPUTE LAWYERS

Melbourne · Sydney · Brisbane · Gold Coast

Careers

tdllaw.com.au/careers

Email

info@tdllaw.com.au

Phone

1300 286 578

Web

tdllaw.com.au

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