

Queensland Law Society | Lexon Insurance

QLS Nominee Director of Lexon Insurance

Success Profile | April 2026



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EXECUTIVE SEARCH | RECRUITMENT | CAREER MANAGEMENT

Introduction

Thank you for your interest in the **QLS Nominee Director of Lexon Insurance** selection process.

OnTalent is thrilled to be leading the process of this appointment on behalf of Queensland Law Society. This briefing pack provides you with information regarding the organisation, the role and requirements.

Once you have reviewed this material, and if you haven't already, please visit <https://www.ontalent.com.au/lexon/> for details on how to apply. I look forward to working with you through this process and invite you to contact me directly at anytime on 07 3305 5800.

Donna Bliss
Senior Client Partner
OnTalent

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QLS Nominee Director – Lexon Insurance Pte Ltd

About Queensland Law Society and Lexon Insurance Pte Ltd

Queensland Law Society (QLS) is the peak representative body for the legal profession in Queensland, offering education, ethical guidance, and support to over 13,000 members. Established in 1928, QLS plays a crucial role in advocating for the legal profession, shaping policy, and promoting access to justice and supporting the rule of law. Governed by an elected Council, QLS also oversees several subsidiary entities, including Lexon Insurance Pte Ltd (Lexon), a wholly owned subsidiary based in Singapore, which provides professional indemnity insurance to the Queensland legal profession.

Established in 2001, Lexon is a captive insurer, governed by its Board of Directors and reports to its sole shareholder, QLS, through the QLS Council. Lexon insures around 2,550 law practices, each of which has at least one office or resident principal in Queensland. These 2,550 practices comprise over 8,750 Queensland and interstate practitioners. Lexon's partnership with QLS seeks to deliver the most affordable levies consistent with the long-term viability of the scheme.

About the Role

The Lexon Memorandum and Articles of Association sets out the composition of the Lexon Board, which includes two nominees of Council (QLS Nominee Director) appointed by the QLS Council.

This key position requires a seasoned solicitor board member with substantial governance experience and knowledge of the professional indemnity insurance industry to work collaboratively with stakeholders and promote the interests of the Queensland legal profession.

Objectives and Responsibilities include:

- A strong understanding of the legal and financial responsibilities and fiduciary duties of a foreign subsidiary company director.
- Protecting and promoting the interest and public image of QLS and Lexon.
- Setting and role modelling culture expectations through strong and sound leadership and strategic management.
- Building and maintaining relationships with internal and external stakeholders, including QLS, Lexon, and regulatory bodies.
- Ensuring accurate and timely reporting to the QLS Council and upholding the highest standards of corporate governance.

About You

We are seeking a seasoned solicitor board member with extensive board-level experience, who has exceptional interpersonal and representational skills and financial literacy skills. You should have highly attuned negotiation and relationship management experience along with a strong understanding of QLS and of governance frameworks and financial management. Lexon insured preferred (but not mandatory).

This is a remunerated role with a three-year term, with the opportunity for renewal.

To apply or for more information, please visit <https://www.ontalent.com.au/lexon/> or contact Donna Bliss or Jay Baxter on 07 3305 5800.

Applications close at midnight the 6th of May.



Queensland Law Society Incorporated (Parent Company)

Queensland Law Society (QLS) is the peak representative body for the solicitor's branch of the Queensland legal profession, providing leadership, guidance and support for more than 13,000 members, across all categories. Incorporated in 1928, QLS holds specific statutory responsibilities under the Legal Profession Act 2007 (LPA). QLS empowers good lawyers, advocates for good law and serves the public good by providing a clear and passionate voice for solicitors and the legal profession in Queensland.

Lexon Insurance Pte Ltd (Subsidiary)

Operating since 2001 as a wholly owned subsidiary of the Queensland Law Society Inc. (QLS), Lexon Insurance Pte Ltd (Lexon) is a captive insurer providing professional indemnity insurance to QLS members in accordance with the terms of the Queensland Law Society Indemnity Rule 2005 (QId).

Lexon insures around 2,550 law practices, each of which has at least one office or resident principal in Queensland. These 2,550 practices comprise approximately 7,500 Queensland PC holders and over 1,100 interstate practitioners.

In addition to its primary role of providing the compulsory (\$2M each and every claim) professional indemnity cover required by each practice, Lexon also offers optional top up cover (to a maximum of \$8M) for those seeking greater insurance protection based on their individual needs.

Lexon is incorporated in Singapore and has local managers for Singapore regulatory compliance matters. Lexon's board has nonetheless elected to measure its solvency against key Australian Prudential Regulatory Authority (APRA) standards – some of the most robust in the world - with all related actuarial work being undertaken by leading Australian firm Finity Consulting Pty Ltd (Finity).

The Lexon Memorandum and Articles of Association sets out the composition of the Lexon Board, which includes two QLS Council representatives (QLS Nominee Director), appointed by the QLS Council.



Lexon's Values and Purpose

Responsibility

- We commit to the success and wellbeing of the organisation.
- We commit to maintaining strong relationships with our key stakeholders.
- We accept responsibility for our actions and their results and commit to improve.

Innovation

- We will be innovative and open to new ideas.

Fairness

- We strive for consistency in, and the clear explanation of, our decisions.
- We seek to always appropriately balance the interests of the individual and the whole.
- We assess all issues on their merits without regard to extraneous factors.
- We commit to ensuring that all views have an opportunity to be heard.

Courtesy

- We value open, frank, tactful and timely communication.
- We act professionally in our dealings at all times.

Reliability

- We deliver on our promises and commitments.
- We strive for timeliness and accuracy in what we do.

Integrity

- We demonstrate a commitment to ethical behaviour.
- We act honestly.
- We seek to engender trust with the profession.
- We always act with a positive intent.

Purpose

To provide class leading professional indemnity and risk management services to legal practices, through the maintenance of a viable scheme and the delivery of products and services that meet member needs.



Current QLS Lexon Nominee Director Profiles



Sophie Devitt

Sophie is a litigation and regulatory lawyer with over two decades’ experience in the financial services industry. She specialises in regulatory compliance and risk management, product governance, policy wordings, professional indemnity disputes, and general commercial advice. Sophie is one of the two QLS Nominee Directors of Lexon.

Sophie has extensive experience advising in regulatory investigations and inquiries, including by AFCA, ASIC, EPA, State, and Federal human rights’ commissions and Workcover. She has acted in complex litigation, including class actions, as well as defended management liability, workplace health and safety prosecutions, and employment practices liability claims. Sophie also defends professional indemnity and liability claims, defamation and matters involving allegations of negligence, statutory breaches, and contractual disputes.



Elizabeth Shearer

Elizabeth Shearer is a general practice solicitor with more than 40 years’ experience, specialising in the legal problems of everyday life. Her work spans family, consumer, estates and property law, as well as civil and administrative tribunals. She has held senior roles in the legal assistance sector, including Director of Civil Justice and Information and Advice Services at Legal Aid Queensland, and has contributed to policy and service design across government and peak bodies.

She is the founder of Affording Justice, a model providing discrete legal services for the “missing middle” who fall outside legal aid but may not otherwise seek help. Elizabeth served as President of the Queensland Law Society in 2021 and currently holds several QLS roles, including Senior Counsellor and Chair of the Access to Justice Pro Bono Law Committee. She received the Agnes McWhinney Award in 2024 for her contribution to the profession and community.

Elizabeth is President Elect of the Law Council of Australia and an active member of its Access to Justice Committee. She also serves on the Australian Pro Bono Centre Board and has previously served on the University of Queensland Pro Bono Centre Advisory Board, and the Professional Standards Councils across Australia. She holds degrees in Arts and Law (Hons) from the University of Queensland and a Master of Law and Management from UNSW, and is a Churchill Fellow. She is currently a QLS Nominee Director of Lexon and will retire from that role on 30 June 2026.

Lexon Office Bearers & Executive



Tricia Schmidt

Chair

Tricia Schmidt is the Chair of Lexon and is Senior Principal and Legal Practitioner Director of MurphySchmidt solicitors. With over 38 years' experience as a highly successful litigator and negotiator, Tricia enjoys a reputation for excellence and achieving exemplary outcomes for her clients in her chosen area of practice.

Tricia has served as Deputy Chair and Chair of the Queensland Law Society Professional Conduct Committee and recently serves as Chair of the Legal Practice Committee (existing under the Legal Profession Act 2007), which role involves hearing disciplinary applications commenced by the Legal Service Commission against Legal Practitioners, including determining associated sanctions pursuant to the Legal Profession Act 2007. She is also a legal practitioner member of the Legal Practice Tribunal.



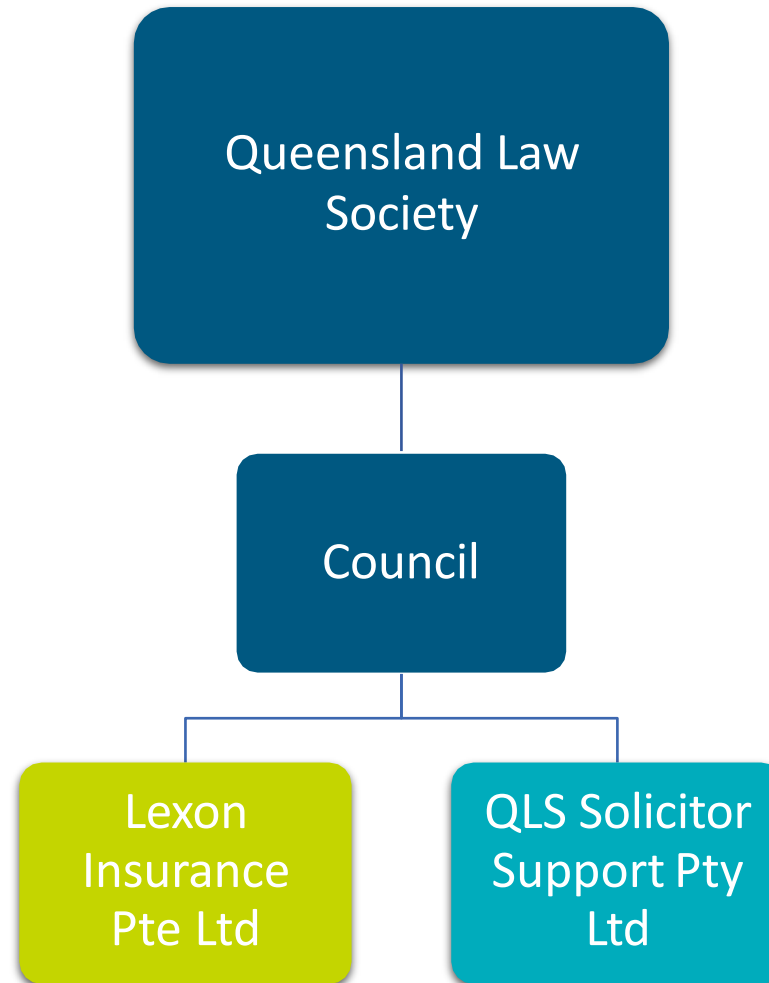
Michael Young

Chief Executive Officer

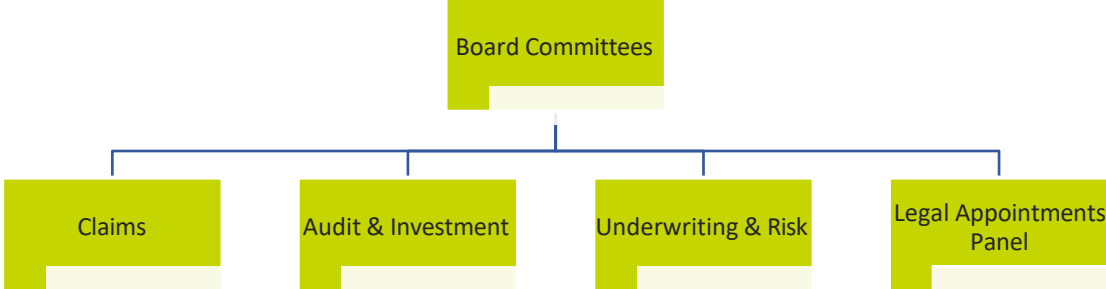
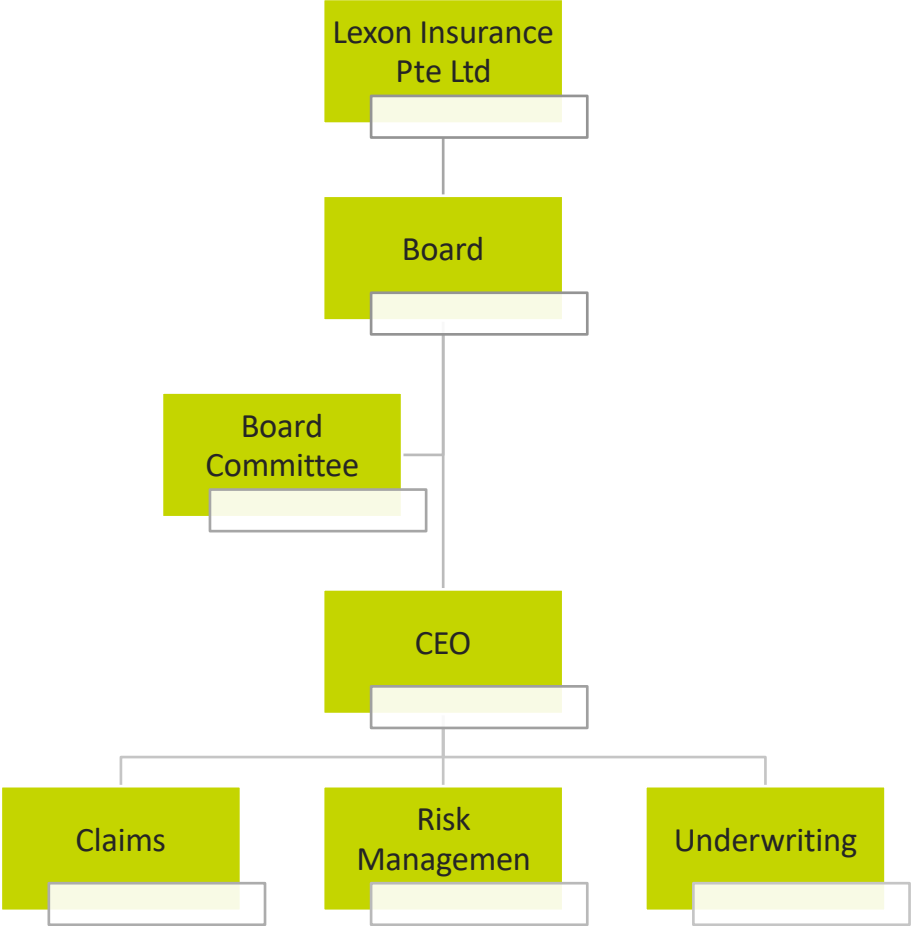
Michael Young is Chief Executive Officer of Lexon and was admitted to practice as a lawyer in 1992. Michael acted for large corporates, insurance companies and hospitals in the areas of commercial litigation, professional indemnity and medical defence. Up until 2004 Michael was a partner of Ashurst (then Blake Dawson), one of Australia's leading law firms, and was a member of the National Litigation Executive Group responsible for the overall strategic direction of the litigation practice.

Having completed an MBA with a particular emphasis on financial modelling, Michael also obtained accreditation in 1998 as a mediator with LEADR (Lawyers Engaged in Alternative Dispute Resolution) and is a fellow of the Australian Institute of Management.

Organisational Structure



Organisational Structure





QLS Nominee Director of Lexon Insurance

Title	QLS Nominee Director of Lexon Insurance Pte Ltd
Reports to	Council (through the President)
Term	3 years with an opportunity to renew
Position Objective	<p>To represent Queensland Law Society in governing Lexon Insurance Pte Ltd, in accordance with the Lexon Memorandum and Articles of Association, QLS Subsidiary Governance Framework and the Singaporean <i>Companies Act 1967</i>.</p> <p>The position includes responsibility for working in a collaborative manner with the Council of the Society and the Society's wholly owned subsidiaries, Lexon Insurance Pte Ltd and QLS Solicitor Support Pty Ltd, to ensure its successful operations, reporting and compliance.</p> <p>Further responsibilities include:</p> <ul style="list-style-type: none"> • Set and role model culture expectations through strong and sound leadership and strategic management of the organisation • Maintain and enhance internal and external stakeholder relationships • Provide timely and accurate reporting to the Council

QLS Nominee Director of Lexon Insurance

Qualifications

- Full QLS member with current practising certificate
- Lexon Insured an advantage
- Board experience is essential
- Graduate of AICD highly regarded
- Professional Indemnity Insurance industry knowledge is strongly preferred
- Demonstrated leadership and experience in representative roles
- Strong financial literacy and knowledge of investment management

Salary

This is a remunerated role

Key Expectations of The Role

- Understand and comply with legal duties of directors
- Act to protect and promote the interest and public image of QLS and Lexon
 - Active participation and attendance at board meetings
 - Active participation in decision making including voting
 - Respond to requests for comment on significant issues within agreed timeframes
 - Reports are provided within agreed timeframes
 - Attending Council meetings and other meetings as required
 - Convey the views of QLS Council to the Lexon Board



 [Full Position Description: QLS Nominee Director of Lexon Insurance](#)



Our Process

At OnTalent, we specialise in partnering with purpose driven organisations to identify and secure exceptional leadership and we are pleased to be working with Queensland Law Society/Lexon Insurance on this recruitment project.

Our approach is deliberate, strategic and people centred. Every step of our process is designed to ensure alignment between candidate capability and organisational purpose. From understanding the culture and objectives of our clients to engaging and assessing talent in a considered and thorough way, we don't cut corners.

We are deeply committed to creating inclusive and equitable recruitment experiences. Our process is built to reduce bias and support diverse representation at all stages. We will work closely with you to ensure we are able to create an inclusive, fair and accessible pathway for you throughout the process. We encourage all candidates to discuss their individual circumstances with our team at any time.

Our recruitment process is built to deliver results that last.



OnTalent Commitment

OnTalent is committed to providing exceptional levels of service to our clients and candidates alike.

Our commitment is to 'Connect People and Purpose' and we take this seriously.

Our core service standards for this project will include:

- All candidate calls returned on the same day.
- All client requests actioned in the same day.
- All applicants to be given an outcome within five working days.
- All interviewed candidates to be given verbal feedback.
- All reports to be tailored and accurate and delivered on time.
- Interviews coordinated so that candidate's privacy is a priority with no candidates seen by other candidates.
- All candidates to be prepared and briefed for panel interviews.
- All panel members fully briefed prior to interviews as to format, questions, and candidate profiles.



If you have questions about this role, please reach out to one of the team below.
We welcome your application via the apply button on the [OnTalent Website](#).

Donna Bliss
Senior Client Partner
OnTalent
07 3305 5800



Jay Baxter
Associate Client Partner
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