

Legal Recruitment News - July 2024

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Good morning and welcome to the July 2024 edition of Legal Recruitment News. It includes our legal job market report, locum hourly rates, articles on valuation techniques for law firms, empowering employees, new approaches to recruitment, spotlight on KIM Inspire in Wrexham, a charity we recently supported, and a salary level guide. All our past newsletters are available on our [Legal Recruitment News website here](#).

Legal Job Market Report - July 2024

Here is our summary of the current state of the UK legal job market.

Locum Recruitment - Steady

Locum work has increased from last year and is busier as we go through the summer season. Conveyancing cover requests have increased and clients are reporting much larger caseloads than last year. A quick look at the most recently posted roles shows fields of law include commercial litigation, IP & commercial contracts, wills & probate, commercial property. Number one difficulty for recruiting locums remains the preference of a significant proportion of locums to do remote working rather than office-based work. This is still an issue across the UK, particularly for wills & probate.

Locum assignment updates here: <https://www.interimlawyers.co.uk/category/locum-solicitor-updates/>

Permanent Recruitment - Steady

Permanent jobs posted in June are down by c60% on the previous year, but we see this every time the Euros or the World Cup are on! We still have a wide range of vacancies coming in for fields of law - wills & probate remains extremely popular and difficult to recruit for in all areas of the UK. Corporate commercial, in house, conveyancing and family plus others. A good proportion of permanent vacancies remain unfilled after 3 months - mainly because of the lack of candidates

generally in the market.

Permanent vacancies can be viewed here:<https://www.ten-percent.co.uk/vacancies/>

New Candidate Registrations - 215% increase

Candidate registrations are a very good indicator for market conditions. Increasing numbers of candidates register with us when the market is going down, and drop when the market is on the up. Numbers are up by 215% compared with the previous year.

Law Firms for Sale - Busy

Busy as ever - but an extremely good time to be listing for sale or requesting a valuation as we are marginally quieter as we go into August. A lot of fresh enquiries coming into us daily for our featured firms.

Full details of firms currently for sale on our [website](#) - list updated daily. For valuations, exit planning or a confidential discussion about a potential sale or acquisition generally please ring 01824 780937 and speak to Jonathan Fagan or Taillte Mallon, or email jf@jonathanfagan.co.uk

Ten Percent Group statistics for June 2024 (2023 figures in brackets)

New locum roles added - 29 (17)

New permanent roles added - 21 (59)

New candidates added - 82 (26)

KPMG & REC Report on Jobs UK - July 8th 2024

Candidates placed in permanent positions fall again

Fastest rise in permanent pay for eight months

Staff availability continues to climb

Commentary from Jon Holt, CEO of KPMG UK

"Despite robust national employment data, the latest survey results indicate that employers are still hitting the brakes on recruitment with the general election period causing some uncertainty. Permanent hiring has taken a particular hit, as companies either delay or focus on temporary appointments. This lack of demand means competition for the few roles available continues to drive pay growth. There are signs of momentum in the UK's economic outlook with overall inflationary pressure easing and consumer confidence growing as we look towards potential interest rate cuts in the coming months. Our economy is slowly turning a corner and the key task for this new Government is to create fiscal policy that improves both long term macroeconomic conditions and creates stability. This will deliver increased confidence for business investment in the UK - accelerating growth, including in the jobs market."

Commentary from Neil Carberry REC CEO

"Recruiters report companies delayed some permanent hiring decisions during the election campaign. Now a new government has been elected, recruitment firms are looking for that investment to be unlocked. The return of temporary worker demand to positive territory, driven particularly by the Midlands and North, is a sign that the gentle improvement of the last few months is still with us despite the political noise. As policy uncertainty abates, and interest rates drop, we expect permanent hirers to return to the market this summer."



Hourly Rates of Pay for Locum Solicitors and Legal Executives

July 2024 Locum Hourly Rates - Solicitors and Legal Executives

NB: Remote Working Role rates are about 10% lower.

Civil Litigation – £45-£55 per hour
Commercial Contract - £35-£75 per hour
Commercial Litigation – £50-£125 per hour
Company Commercial – £50-£90 per hour
Construction (non-contentious) £60-£75, (contentious) £45-£60 per hour
Conveyancing - £30-£40 per hour
Commercial Property – £45-£60 per hour
Employment Solicitors – £50-60 per hour
Family Solicitors (Legal Aid) – £35 per hour
Family Solicitors (Private) - £45-£50 per hour
Family (Child Care LA) - £35-£45 per hour
Immigration Lawyers - £30-£55 per hour
In House Counsel: 0-3 years PQE – £35-£50 per hour
In House Counsel: 3+ years PQE – £50-£95 per hour
In House Interim Lawyers (SMEs) - £60-£85 per hour
Insolvency - £50-£55 per hour
IP - £55-80 per hour
Personal Injury and Clinical Negligence – 3+ years PQE - £40-£50 per hour
Professional Negligence - £45-£55 per hour
Property Litigation - £40-£50 per hour
Wills & Probate – £40-£55 per hour

We have an online calculator to convert hourly rates to salary equivalents [-click here](#).

NB all rates exclude agency fees. The rates are for self-employed locums billing firms directly on a weekly basis. These are the ranges we have seen over the last 30 days from assignments.

Salary Guide - July 2024



Each month we publish a list of any salary levels we become aware of from employers in relation to jobs offered and salaries indicated.

July 2024 Guide

These are the salaries we have had indicated by law firms to us for 3 years PQE and upwards. London figures in brackets where relevant.

Commercial

In House Solicitor (General) - £80k - £120k (£85k-140k)
Commercial Litigation - £45-£65k (£50k-£90k)
Corporate Commercial - £50k-£150k (£65k-£175k)
Construction - £65k-£95k
Commercial Property - £55k-£90k
Insolvency - £55k-£75k
IP - £50k-£90k

Professional Negligence - £45k-£65k

High Street

Crime - £40-45k

Civil Litigation - £40k-£60k

Conveyancing £35k-£55k (£60k)

Employment Solicitors - £35k-£55k

Family Solicitors - £35k-£50k

Immigration Lawyers - £35k-£45k

Personal Injury and Clinical Negligence £30k-£55k

Property Litigation - £45k-£60k

Wills & Probate - £45k-£60k

Support Staff

Office Manager - £40-60k

Legal Cashier - £30-35k

Senior legal accounts professional - £35k-45k

Secretary - £22-28k

Paralegal - £22-27k

Candidate Salary Expectations

Candidate salary expectations are very often higher than salaries being paid to existing staff within a law firm with less than a £2 million turnover. We regularly view staff lists when valuing law firms via our business broker service, and the salaries being paid by law firms to existing staff are invariably lower than candidate salary expectations for similar roles. There is also a huge disparity at the moment between expectations for remote working from candidates compared with firms' requirements - hybrid working is becoming the minimum requirement for a significant proportion of candidates.

Salary Level Assistance

If you would like assistance with salary levels, please contact our specialist permanent recruiter, Peter Gresty FIRP. Email pete.gresty@ten-percent.co.uk

Law Firm Valuations - Methods and Techniques

We are regularly called upon to provide market valuations for solicitors firms across the UK. We produce a valuation report detailing our specific valuation and provide reasons for it. At the same time we also outline suggested deal structures and give examples of agreements we have come across in the past. As our company solely deals with law firms and accountancy practices, we tend to know the likely range of offers that will arise for particular types of law firm. There is rarely consistency in any of the deals we have been involved with and pretty much every deal for sale or merger is completely different.

Here are a few of the valuation methods and figures you will see bandied about.

High Valuations to Get Sales

Recently we have come across a large national multi-sector business broker (the one that calls you regularly to ask if you are selling your business any time soon) providing valuations in the law firm sector. The sales technique for this company is to provide an extremely high valuation in the hope of getting clients to sign up with them for their paid services, so they use a multiplier to produce a

figure. You know the type - just search the web for details. The firm will look at the turnover and multiply it by a factor of around 2 to 3. To get customers signed up, we understand that this company will usually go with a multiplier of 3 x turnover.

Rule of Thumb - Law Firms Have No Value

This is all over the internet - mainly written by consultants and buyers looking to acquire law firms without cost. The argument is usually that your firm has no value because you need successor practice status to leave. Without successor practice status, you have to pay your run off costs for the PII insurance. Therefore the firm has no value because any buyer is doing you a favour.

'Super Profit' Valuations

Removing partner drawings or dividend, adding in new fee earner costs and multiplying the remaining profits by a factor of between 1 and 4. This involves net profit minus notional salaries for the owners (replacement staff required when the owners leave).

1/3 of Current Turnover

This is advice we have seen from a number of accountancy practices advising law firms. No other factors are taken into account.

National Buyer Calculations 0.8 - 1.3 Factor

Legal Futures reported a little while ago that Knights were acquiring law firms and applying a factor of 0.8 to 1.3 to turnover to come up with a value. We see these types of multiplier applied to accountancy practices - its a very common way of valuing in the accountancy sector due to the recurring fees that most accountants have.

Turnover Multiplier 0.5 to 3

Rule of thumb reported by some brokers - get your turnover, consider the following list, and then use a multiplier to calculate the value. Field of legal practice (is the practice area in a new or growing field that's becoming more in demand?), number of clients, amount of repeat business and geographic location.

EBITDA (earnings before interest, tax, depreciation and amortisation)

Take the firm's normal profits and adjust for exceptional income and expenditure. Make the EBITDA adjustments (for high street firms in particular there doesn't tend to be a lot to do here) including adjustment for notional salaries for the owners and in theory, come to a figure to multiply - reported range of advisers is 0-7.

Net Asset Calculations - multiples of 0-7

Fairly easy to do - the figure is in your annual accounts. It is essentially the firm's assets less its liabilities. Multiply by 0-7 and there's your valuation. Niche firms go high, high street firms go low.

Discounted Cashflow

A method predicting future revenues. Every seller's dream - eg the buyer makes an offer based on the future recruitment of 3 corporate commercial solicitors to boost the firm's turnover by 400%! To use this method you estimate future cash flows using your accounts from the last five years and apply a growth rate to forecast a value of the business at the end of a set period. These figures are then discounted. In a nutshell the method looks at the projected rate of return on future cash flows.

Market Comparison

Finally, market comparisons. This is essentially the valuation system we use. Essentially it is a) using market intelligence as to what other law firms have sold for, b) what offers have been received and c) what factors have affected these sales to accurately predict the price a firm will probably attract.

Comments on the list of valuation techniques above:

High valuations are a waste of time (we have never seen a law firm sell for 3 x its turnover!),

No value - most law firms have a value, although those with outstanding PII claims, ridiculous PII premiums or rather a lot of debt rarely do!

Super profit - the super profit calculation looks very sensible in part, but multiplying profit doesn't work as a valuation technique; for a lot of smaller law firms fees are usually tied in part to owner fee generation so buyers will not pay a premium based on them.

1/3 of turnover - not accurate for the majority of cases we think.

National buyer offers - we think the national buyer calculations are solely applicable to particular types of firms that seem to have been targeted for acquisition by the firm in question. Take a look at the Gazette for details.

Multipliers - turnover multipliers of 0.5 to 3 are just pie in the sky in our opinion (please tell us if you have achieved a deal along these lines!).

EBITDA and net asset valuations - very sensible techniques, but again rarely seem to apply accurately in practice because of the use of multipliers. Probably more relevant if a firm is approached by a buyer when not actively selling and wanting to justify a sale price.

Cashflow - discounted cashflow has to be discounted as a viable method of valuing most law firms, other than those with guaranteed income for the next x years. We have one firm for sale that probably falls into this category (Ref 100350 if you want to take a look) - and this is incredibly rare to see.

So which is the most useful?

We would argue that in order to get an accurate valuation in the sector we primarily work in - high street law firms, smaller regional practices and niche commercial firms - you have to use market comparisons. These are the holy grail of valuations. Everything else seems to be wishful thinking or guess work on the part of your advisers.

Getting hold of market comparison data is virtually impossible unless you are working specifically in a particular sector and regularly seeing offers and deals being made. This is why we like to think our valuation service is of particular benefit to our sector - we do have this data and we use it regularly to value practices.

We have seen valuations completed by accountancy practices attempting to do a market comparison valuation by subscribing to a business intelligence service and coming up with 'recent deals'. Interestingly the most recent deals reported appeared to come from a period between 2015 and 2019 and seemed to be of law firms with turnover in the region of about £5 to £20 million.

Interested in a valuation? Drop us a line - happy to assist!

Hiring for Attitude – New Approaches to Recruitment

A recent webinar on "Hiring for Attitude" challenged conventional wisdom in recruitment and we thought you may find it interesting.

The webinar began by asking participants to reflect on 'brilliant' colleagues, focusing on soft skills like enthusiasm and dedication rather than qualifications. This simple exercise demonstrated quite

quickly that recruitment thinking can be about more than just qualifications a lot of the time. This is backed up by studies in the field - see below.

Key Findings

Eligibility vs. Suitability

A key study presented revealed that eligibility (qualifications, experience) was far less important than suitability (aptitude, versatility) in predicting job performance. The surprising finding: low eligibility combined with high suitability often led to successful outcomes, with employees showing significant growth potential.

Expected Outcomes

The study outlined four scenarios based on eligibility and suitability:

High eligibility + high suitability: Ideal fit

Low eligibility + low suitability: Poor fit

High eligibility + low suitability: Poor fit

Low eligibility + high suitability: Surprise fit

Observed Outcomes

The outcomes observed in real-world settings were equally revealing:

High eligibility + high suitability: Often led to dissatisfaction and turnover.

Low eligibility + low suitability: Rarely hired, but problematic when they were.

High eligibility + low suitability: Resulted in significant issues and reluctance to leave.

Low eligibility + high suitability: Frequently performed well with room for growth.

Strategies for Hiring the Right Attitude

The webinar emphasised several crucial points:

Avoid “quiet quitting” by screening for genuine engagement.

Rethink over-reliance on qualifications.

Use aptitude tests carefully, focusing on relevance and benefit.

Conduct interviews that reveal true personality:

Prefer 1-on-1 over panel interviews.

Meet multiple team members in smaller settings.

Assess cultural fit without sacrificing adaptability.

Ask open-ended questions to gauge problem-solving skills and attitude.

Reconsider reference checks, potentially opting for direct conversations in crucial hires.

Cultural Fit vs. Cultural Add

The webinar also discussed the importance of cultural fit versus cultural add:

Cultural Fit: Hiring someone who fits the existing culture can perpetuate the status quo.

Cultural Add: Bringing in someone who complements and enhances the culture can drive innovation and adaptability.

Additional Insights

Importance of Complementary Skills

The discussion highlighted how less successful companies often tend to hire “people like us”, focusing solely on innovative or driven individuals. In contrast, successful companies hire people with different skill sets, such as team players or those with attention to detail, to create a well-rounded team.

Over-Reliance on Qualifications

The webinar emphasised that there is an over-reliance on qualifications. While important, they should not be the sole focus. Aptitude tests can be useful but should only be used if they add value. If not necessary, they should be avoided.

Practical Tips for Interviewing

To hire someone with the right attitude:

Avoid Panel Interviews: This helps in seeing the actual person.

Prefer 1-on-1 Interviews: More personal and revealing.

Conduct Multiple Short Interviews: Engage various team members in short interviews, like speed dating.

Assess Values: Try to find out someone’s values and see if they align with the companies.

Cultural Fit vs. Add: Determine whether you need a cultural fit or a cultural add.

Questions to Ask

When hiring for attitude, ask open-minded questions that allow someone to talk and expand, such as:

“Explain to me a time when things went wrong and what you did to rectify them.”

Resist the urge to fill silences; let someone speak and you’ll see more of the real them.

References

References are less relevant than they used to be due to the propensity of firms providing factual references. However, in the case of a crucial hire, it might be worth calling the referee for a direct conversation.

Conclusion

By prioritising attitude and cultural fit alongside skills, companies can build more dynamic, adaptable teams ready to face future challenges. This fresh approach to recruitment not only identifies potential high performers but also cultivates a more engaged and motivated workforce.

Implementing these strategies can transform your hiring process, ensuring that you not only find the

right people but also create an environment where they can thrive. This approach will help in avoiding “quiet quitting” and over-reliance on qualifications, ultimately leading to a more successful and harmonious workplace.

Further Information

The Help to Grow Management Course is a UK government subsidy backed course aimed at generating growth in small businesses. For further details visit the Small Business Charter pages. Emma Ireland, our specialist locum recruitment consultant, attended a session in June 2024 hosted by Professor Lebene Soga – the webinar is available for viewing online here: <https://helptogrowalumni.org/events/webinar-hire-for-attitude-train-for-skill/>

Empowering Employees Drives Productivity

There is a theory that empowering employees to take ownership of their work can significantly enhance productivity. The concept is supported by studies from institutions such as Harvard Business School, which highlight that high-performing teams who feel empowered experience lower staff turnover.

The concept of empowering employees is linked to making sure:

Psychological Safety: Team members feel safe to take risks and be vulnerable.

Dependability: Team members reliably complete tasks.

Structure and Clarity: Clear roles, plans, and goals.

Meaning: Work is personally important to team members.

Impact: Team members believe their work matters.

5 Voices Framework

Which are you?

Nurturer (43%): Champion of people, relational harmony, and values. Present-oriented.

Creative (9%): Champion of future ideas, innovation, and organizational integrity. Future-oriented.

Guardian (30%): Champion of due diligence, resources, and efficient systems. Present-oriented.

Connector (11%): Champion of relational networks, collaboration, and effective communication. Future-oriented.

Pioneer (7%): Champion of strategic vision, results-focused, and problem-solving. Future-oriented.

Categorising team members into Nurturers, Creatives, Guardians, Connectors and Pioneers can be a useful exercise for determining the unique strengths everyone brings to the team. An away day to work it out could be a fantastic way to improve relations within the team as well!

5 Dysfunctions of a Team

These are the common pitfalls that can hinder team performance. The five are a lack of focus on results, accountability, commitments, conflict resolution, and trust. Addressing these dysfunctions is crucial for building a cohesive and effective team.

Listen to Everyone

To maximise team performance, it is essential to ensure that every voice is heard and valued, address conflicts timely, allocate time strategically, and maintain trust among team members.

Team Breakdown

When team performance breaks down, issues often arise in communication, relationships, alignment, execution, and capacity. Poor communication can lead to drama and inefficiency, while relationship problems can create a toxic environment. Misalignment results in wasted effort, and execution failures lead to unmet goals. Overload causes burnout and stagnation.

CEO Duties

From a CEO perspective, it is crucial to take time out of the business to look down into it and understand what is actually happening and what needs adjusting.

The Performance Flywheel

This is the concept of continuous momentum and energy within the team - keep it spinning and creating its own energy. Ensuring team members know their roles and have the necessary tools is vital. Communication and psychological safety are key to maintaining team cohesion and productivity.

Generational Differences

Generational elements also play a role in team dynamics. Different generations have unique communication styles and values, making it important to foster open communication and mutual respect across generations. Understanding these dynamics helps leaders take advantage of the strengths of each team member, which is the whole purpose of building your teams in the first place!

This article has been written by Mehak Gupta, our graduate trainee, after attending an webinar hosted by Help to Grow on the topic.



KIM Inspire

Charity Focus - KIM Inspire - £1000 donation

The Ten Percent Foundation donated £1000 to KIM Inspire in 2024, a North Wales-based charity, after a nomination by Anna Gresty, Director of TP Transcription Limited. We funded a trip to Chester Zoo for 65 service users.

Who are they?

KIM INSPIRE are an award winning community based mental health charity with services in Hollywell, Prestatyn, Corwen, Llangollen and Wrexham. They work with individuals with enduring poor mental health and provide innovative support in the form of groups, courses and activities to boost confidence and resilience. As well as offering and encouraging activities involving the wider local community. They work with a range of people from those who have recently been discharged from acute care to those facing isolation and loneliness.

How they help

KIM 4 Her - An established project for women which is friendly, informative and builds self reliance. Through a combination of new places, new people and inspiring opportunities, individuals learn about themselves, their responses and their place in their community. KIM 4 Her also offers a weekly group in Wrexham Hospital.

KIM 4 Him is a groundbreaking project designed specifically for men. It helps to reduce the barriers to men seeking support through one-on-one mentoring and team-based group work. Sessions

include photography, themed days, Men's Sheds, Star Wars, cooking, monthly brunch, and a whole lot more.

KIM Betweeners is a support group for young people who want to better manage their emotions and well-being. They offer one-on-one support and a safe and friendly range of activity groups.

Community Support and Development - these include a Cwtch Pop-Up Café every Friday, the Holywell and District Men's Shed and the KIM Community Choir, all at the Hub. KIM Inspire operates a Cafe at the Heddfan Unit, Maelor Hospital, Wrexham, run by staff and a dedicated group of KIM volunteers from 9:00 a.m. to 4:00 p.m., Monday through Friday.

Reply from the charity

Dear Jonathan, Anna and Ten-Percent Foundation Trustees -

Just to say a massive thank you from all at KIM for your support to make Friday's trip to Chester Zoo a reality. In total we attended with 65 clients, who came from Holywell, Prestatyn and Wrexham. The feedback was incredibly positive with people saying they had wanted to go to the zoo for years, they'd had the best day and enjoyed every moment.

Hannah Luhde-Thompson, KIM Inspire | Operations Manager

What is this all about?

Ten-Percent Legal, Interim Lawyers and Jonathan Fagan Business Brokers donate 10% of annual net profits to charity via the Ten Percent Foundation, a charitable trust set up by our group of companies, to distribute monies to charities in the UK and Africa. We have been doing this for over 20 years. The Foundation never incurs any administration costs (other than Triodos bank charges which are minimal). All monies donated are distributed to charities and community organisations.

Why do we donate?

We set up our companies over 20 years ago with the aim of being ethical in everything we did. As part of this we decided that a percentage of our profits should always be earmarked for charitable work and set the rate at ten percent. A sudden burst of inspiration meant we called ourselves the Ten Percent Group.

Nominations 2024

We received over 60 charity nominations from academic clients, business clients, locums, solicitors, transcribers (via our sister company TP Transcription Limited) and staff. We have a strict list of criteria in relation our donating which is available on the Ten Percent Foundation website. Donations tend to be within the range of £500-£2000 per charity per year, although in the past we have supported charities over a period of 5 years with donations going towards specific ongoing projects. We will publishing the list of charities we are donating to in 2024 shortly.

If you have any questions about the work of the Ten Percent Foundation, please email jonathan@tptranscription.co.uk or visit our website at <http://www.tenpercentfoundation.org>

Peaceful Weekend Getaways

St Milburga Chapel in the Shropshire Hills is a cosy 4 person, Grade 2 listed holiday home in open countryside overlooking Titterstone Clee Hill. Renovated in 2022, it is approximately 10

minutes' drive from Ludlow with its highly regarded restaurants, cafes and independent shops. The chapel is perfectly located for family holidays (Ironbridge & Church Stretton nearby), weekend breaks and walking holidays. 10% of profits from the chapel lettings are donated to the Ten Percent Foundation. Rated 4 star accommodation by Visit England.



Website: <https://www.stmilburgachapel.co.uk>

Low Cost Recruitment for Solicitors - Ten Percent Unlimited

Recruit as many staff as you like over a set period of time (3 or 5 years) for a low monthly fee (our lowest fees are offered to legal aid firms). We offer this service to law firms and accountancy practices and some of our member firms have been using the service for over 10 years. There are no restrictions on numbers and no other similar services exist in the recruitment industry. You can save £000s on your ongoing recruitment. Includes unlimited job posting on www.chancerylane.co.uk.

Interested? Call Clare Fagan on 0207 127 4343 or email clare.fagan@ten-percent.co.uk.

www.tenpercentunlimited.co.uk.

How to be a Locum - pdf guide

We have produced a guide on how to be a locum. This includes sections on getting work, realistic expectations, hourly rates, popular fields of law, payment, insurance, umbrella companies and much more. Available for download or to read online from www.interimlawyers.co.uk.

Outsourcing Translation & Typing

TP Transcription Limited is our subsidiary company offering outsourced typing & translation work by our team of over 200 secretaries and translators. Established in 2003, we work on thousands of hours of recording every year for law firms, the NHS, academic institutions and individuals. We are preferred suppliers to a number of institutions. Try the service out - email your recording to anna@tptranscription.co.uk, upload your file using our secure systems at www.tptranscription.co.uk or call 01745 813306.

About Ten-Percent Legal Recruitment

We are a specialist legal recruiter, covering both permanent and locum roles across the whole of the UK. Over 12,000 lawyers are registered with us and we have access to a range of external & internal job boards and websites where we do not have candidates available ourselves. We also assist with recruitment advice and assistance, regularly advising partners and practice managers on suitable salary and package levels.

Our company is unique for a number of reasons, including the fact that we are not shy to publish our fee structure and also donate a chunk of our profits to charity each year. We offer unlimited permanent and locum recruitment for a fixed monthly fee or one-off fees depending on the job. We also buy, merge and sell law firms. We donate 10% of our profits annually to charity, hence our name.

We have four recruitment consultants, Jonathan Fagan, Clare Fagan, Peter Gresty and Emma Ireland. Jonathan is a non-practising solicitor and Emma is a law graduate. As a team we have over

40 years of experience in the legal profession. Three of us are Fellows of the Institute of Recruitment Professionals (FIRP) and we all hold the Certificate of Recruitment Practice.

Ten-Percent Legal Recruitment also owns Interim Lawyers, a specialist locum service. We operate an outsourced UK based typing service as well – www.tptranscription.co.uk and are preferred suppliers to a number of institutional clients and law firms across the UK and overseas. We also own and operate Jonathan Fagan Business Brokers Limited, with Tailte Mallon BA and Will Webster MA advising as specialist consultants.

The Ten-Percent Group of Legal Recruitment websites gives 10% of annual profits to charity. We have maintained this tradition since we formed the company 20 years ago. So far over £150k has been donated to charities in the UK and Africa including LawCare, Unlock and Reprieve.

We hope you have enjoyed reading our newsletter and look forward to hearing from you if we can assist further.

Warm regards

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