



Ten Percent
LEGAL RECRUITMENT

Legal Recruitment News - May 2024

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Good morning and welcome to the May 2024 edition of Legal Recruitment News. It includes our legal job market report, locum hourly rates, articles on locums using umbrella companies, succession for law firm owners, the trials & tribulations of being a recruiter, spotlight on an African 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 - May 2024

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

Locum Recruitment - Steady

Locum work is still showing small increases after quite a dramatic decline over the last 12 months. Most of the decline is still due to the reduced demand for conveyancing cover. A quick look at the most recently posted roles shows fields of law include family, litigation, immigration, wills & probate, corporate commercial, in-house & commercial contract roles, but still very little property work in the last month. Number one difficulty for recruiting locums remains locum expectations on hourly rates (eg a significant proportion of conveyancing locums still not reducing rates for office-based roles despite the increased competition) and the preference of most locums for remote working rather than office-based work. This is yet to be resolved, although increasing numbers of locums are now available for office work in some areas as market conditions get tougher.

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

Permanent Recruitment - Steady

Permanent jobs posted in April up on the previous year. We still have a wide range of vacancies

coming in for fields of law - corporate commercial, in house, private client, commercial property, conveyancing and family plus others. Our permanent recruiter team remain busy.

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

New Candidate Registrations - 75% 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 remain up by 75% compared with the previous year. New locums have remained extremely high in number.

Law Firms for Sale - Busy

Busy as ever - its the time of year when new firms are coming to market, owners are considering retirement plans and buyers are particularly active before the summer holidays. Extremely good time to be listing for sale as the market usually stays busy up until August. ABS firms in particular demand - there seem to be a number of investors with new pipelines of work to put through.

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 Tailte Mallon, or email jf@jonathanfagan.co.uk

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

New locum roles added - 19 (21)

New permanent roles added - 30 (25)

New candidates added - 104 (59)

KPMG & REC Report on Jobs UK - 9th May 2024

Placements fall at weaker pace

Pay rates increased to attract candidates

Candidate availability growth hits five-month high

Commentary from Jon Holt, CEO of KPMG UK

"UK CEOs continue to grapple with the Bank's hawkish stance on interest rates, and will no doubt hope April's survey data is another marker in the sand on the journey towards a summer cut. "While there are still complexities, like pay rates improving due in part to last month's 9.8% rise in the National Living Wage, overall pressure is easing on the labour market. Ongoing weak demand is driving the steady decline in permanent staff appointments month on month, and we've seen a sharp uptick in candidate availability. Business leaders see this cooling, combined with weakening inflationary pressure, as indicators for the Bank to hopefully shift to a more dovish position. Companies would then have the confidence and certainty to press go on their investment strategies."

Commentary from Neil Carberry REC CEO

"The critical moment in any labour market slowdown is the point at which demand starts to turn around. Today's hiring data suggests that point is close, with fewer recruitment firms reporting a drop in demand. While the trend is still gently down, the pace of decline in permanent hiring is the slowest in ten months. Temporary hiring, which has had much less of a decline overall, also scored better than last month. Firms have told us all year that they will be willing to hire and invest in their business when confidence returns to the wider economy – and there is a glimmer of lower inflation and the prospect of lower interest rates starting to drive

that now. Pay continues to rise, with a slight bump up this month likely to have been driven by the April peak in employer pay rises and the recent Minimum Wage rise. With substantial wage rises attracting people to work, and low unemployment, businesses and government alike will need new approaches to developing and engaging our labour force – alongside new technology – if the UK is going to grow in the way it needs to."



Hourly Rates of Pay for Locum Solicitors and Legal Executives

May 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-£90 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 - May 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.



May 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-£85k
Insolvency - £55k-£75k
IP - £50k-£90k
Professional Negligence - £45k-£65k

High Street

Crime - £40-45k
Civil Litigation - £40k-£60k
Conveyancing £35k-£55k
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.

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

Locums Using Umbrella Companies - Any Point?

This article explores the benefits and drawbacks of using umbrella companies for locums. Our usual advice as a locum recruitment agency (www.interimlawyers.co.uk), is to avoid them like the plague wherever possible, but this is a balanced article!

What is an Umbrella Company?

An umbrella company acts as an intermediary between a contractor (locum) and their client. The umbrella company employs the contractor under an overarching contract of employment and takes responsibility for invoicing the client, collecting payments, and then paying the contractor as an employee, handling National Insurance contributions, and processing income tax through PAYE

(Pay As You Earn).

Pros of Using Umbrella Companies

Ease of Use: The primary advantage of using an umbrella company is convenience. The umbrella company handles all the administrative burdens associated with contracting, such as payroll, taxes, and compliance with HMRC regulations. This setup allows locums to focus on their work without worrying about the complexities of self-employment tax affairs, although our experience of is that self-employment is incredibly easy to navigate.

Employment Rights: Unlike self-employed contractors, locums employed by an umbrella company can gain employee status, which entitles them to employment rights such as sick pay, holiday pay, and access to a workplace pension. This can provide a significant advantage in terms of job security and benefits. NB: we are never sure this is a benefit for a locum. Firms you contract with will not expect to be granting paid holiday cover when they presume the arrangement is a business to business relationship.

Continuous Employment: For those who work with multiple agencies or clients, using an umbrella company can provide continuity of employment. This can be beneficial for mortgage applications or any financial situation where proof of continuous employment is advantageous.

No Need for Company Setup: Using an umbrella company eliminates the need for locums to set up and maintain their own limited company. Of course, locums do not necessarily need to set up a company, and it can be so much easier just to work on a self-employed basis.

IR35: I don't propose to comment too much further other than to say that for larger employers the use of an umbrella company can be essential to comply with the IR35 position of the employer. IR35 status is quite often incorrectly applied to senior lawyers, but this is often a burning hoop that HR departments will require everyone to jump through to get the gig going.

Cons of Using Umbrella Companies

Where to start!

Cost: The biggest downside to using an umbrella company is cost. Umbrella companies charge fees for their services, which can either be a fixed amount per week or a percentage of the contractor's earnings. These fees can add up, especially for long-term contracts. The cost is unnecessary if you set up on a self-employed basis.

Reduced Control: By using an umbrella company, locums relinquish control over their financial affairs. The umbrella company takes care of invoicing and payments, which means the locum has less insight and control over the financial aspects of their contracts.

Potential for Misunderstanding and Misuse: There have been instances where umbrella companies have been involved in non-compliant tax avoidance schemes or have not been transparent about fees and deductions. It is crucial for locums to conduct thorough research and ensure they are dealing with a reputable provider.

Less Tax Efficiency: It is considered that operating through an umbrella company is usually less tax-efficient than having a personal limited company.

B2B Relationship Affected & Annoyance Factor You relinquish your status of being in a business to business relationship with the law firm you are providing cover to. Your umbrella company will liaise with the law firm you work with, and in the time we have been working with locums, on the few occasions an umbrella company has been involved, it has been a complete

headache for the firms. Rather than the locum simply submitting an invoice to the firm it becomes a myriad of forms and procedures, including lots of calls to and from the umbrella company in question.

Cost of an Umbrella Company

We understand the typical weekly charge of an umbrella company in the UK can vary widely depending on the services provided, the contractor's earnings, and the umbrella company itself. Generally, the fees can range from about £15 to £30 per week. Some umbrella companies might charge a fixed fee, while others might charge a percentage of the contractor's earnings, usually between 1% to 5%.

NB: if you know any umbrella company rates and would like to share them, please drop us a line. We plan to add to this article online in order to provide guidance.

Conclusion

Using an umbrella company can offer simplicity and security for locums who prefer not to handle their administrative tasks or set up a company of their own. However, it comes with higher costs, hassle for the firms using your services, reduced control over financial matters, and potentially less tax efficiency.

For what its worth, our advice is usually to avoid umbrella companies if you are a locum solicitor working for SME law firms – there is little point to them and it just gets the firms' backs up. Work on a self-employed basis wherever possible.

Planning for Succession: A Guide for UK Business Owners



*Jonathan Fagan Business
Brokers*

Succession planning is one of the biggest headaches for every business owner, but a vital aspect of any long-term strategy to enable owners to exit on their own terms. Understanding the nuances of different succession options—from promoting internal talent and recruiting external candidates to merging or transferring ownership—can be the difference between a smooth transition and a turbulent one.

Understanding Succession Planning

Succession planning involves identifying and developing new owners who can step in to continue a business. It not only addresses the inevitable changes in leadership but also prepares the company for unexpected & untimely departures.

Options for succession are below.

Promoting Internal Talent

Developing internal candidates for future take over is the holy grail for law firm sales. These are by far the most recommended solution for most smaller sized law firms in the UK, but also the hardest to achieve. How many 20-40 year olds have sufficient capital to acquire a business, or the willingness to acquire sufficient finance to go through with it? From our experience its very few indeed.

Identify Early: identify as early as possible any future owners and gently nudge them towards

management.

Provide Training and Development: consider offering leadership training programs, mentoring and exposure to all aspects of the company.

Create a Development Plan: consider putting together a plan in conjunction with your identified employees for future leadership roles. After all, if they don't know about your plan, how do they know to stick around in the business and not move on?

Recruitment for Succession

If you go down the external recruitment route, consider the following:

Don't oversell: candidates can be spooked by too much talk of future ownership too soon! Don't appear desperate.

Define your role: talk about management and responsibility during the interview. Candidates fall generally into two categories - those who just want to work, and those who want a bit more.

Don't go too soon: give the candidates time to get involved in the business before starting to push them towards ownership.

Employee Ownership Trusts (EOTs)

EOTs are coming up quite often now. Basically it allows employees to have a significant stake in the business, 'promoting long-term stability and employee commitment'.

We don't think this is an easy option, but a few steps below:

An EOT is designed to hold a controlling interest (at least 51%) in a company on behalf of its employees. The trust acquires shares from existing shareholders and holds them for the benefit of current and future employees. This model aims to provide employees with indirect ownership without them needing to invest their own money. Before you even get to setting up, you need to decide whether your employees are likely to embrace an ownership culture. This is a very difficult conversation to have, because the moment you bring it up, the status quo in your business changes.

EOTs are not cheap - we have heard quotes from law firms of around £15-25k to get one in place. Please tell us if you have come across other fee structures - many thanks!

Usually the EOT will buy the shares from the current owners either with cash reserves from the business, if available, or more commonly, through a loan. The business then repays this loan over time out of future profits.

Merging with Another Business

Merging can be an effective succession strategy, particularly for business owners looking to retire or reduce their involvement.

For full advice on mergers please get in touch - always happy to assist.

Few pointers:

Mergers are virtually never mergers - the SRA usually define a merger as a new entity set up by two existing entities on equal footing. In reality mergers are usually one firm being swallowed up by another firm. This is an acquisition.

Mergers that do not involve successor practice status are usually to be avoided - this is more of an asset stripping exercise! Lots of info around this - contact us for guidance.

Find the Right Partner: Look for a company with complementary strengths and a compatible

business culture.

Due Diligence: Conduct thorough due diligence to avoid financial pitfalls and legal complications. You can do a lot of background checking very early on and save a lot of time if you dig up a load of issues prior to discussions commencing.

Plan the Integration: Develop a detailed plan for integrating the two companies, focusing on systems, employees, and company cultures.

Transferring to Family Members

Handing over a business to a family member requires careful planning to avoid conflict and ensure readiness. Pointers:

Just because your current employees are loyal to you, they may not be as loyal to your son or daughter.

Don't assume that the family member is interested and capable of running the business!

Emotion should be avoided at all costs (much easier said than done)

Formal Training: Ensure your family member gets training in business management.

Gradual Transition: Implement a phased handover process where responsibilities are gradually shifted.

Closing Down the Business

If no suitable succession options are available, closing down might be the best solution.

This should be your last resort option - there is usually very little reason to close down a law firm in the UK without achieving a deal. Contact us for a confidential discussion (www.jonathanfagan.co.uk).

Conclusion

Effective succession planning secures a business's legacy and ensures its continued success. The earlier you start to plan, the more chance you have of achieving an acceptable succession. Whether through recruitment, promoting from within, establishing an employee ownership trust, merging, transferring to family, or closing down, each strategy requires careful consideration and planning.

Why Should We Pay You a Fee Just to Send an Email Out?

We recently took an interesting call from a HR assistant at a law firm in the North West of England. During the call, she asked the eternal question that comes up time and again:

"Why should we pay you an 18% fee just to send a speculative email out to your database?"

Whenever anyone asks this question, and it has certainly come up on numerous occasions over the years (very often from HR departments!), we sigh a lot. Chances are, the HR person is wondering whether they should set their own recruitment agency up if this is all you have to do – send an email, get permission to send a CV, send a CV, arrange an interview and ker-ching, in comes the money!

As you might expect, the reason recruitment agencies exist still, even in the days of job boards, Indeed, LinkedIn and online marketing for all, is because it remains incredibly hard to source the right talent. Yes, its quite possible to employ someone to contact lots of potential candidates on LinkedIn, but that market is saturated – good candidates tend to ignore most approaches. Furthermore telephoning individual candidates to sell them vacancies can lead to solicitors not wanting to engage with a particular agency anymore as they get fed up with the sales calls.

Email

Take the email we send out. We have a database of over 12,500 solicitors, legal executives and licensed conveyancers. This has taken about 20 years to put together. Candidates on our database will have been sourced from our newsletters (sent weekly), our online advertising (painfully expensive), our online presence from writing articles like this, previous applications for vacancies, recommendations from colleagues or friends, or previous dealings.

The investment recruitment agencies put into developing their databases is huge. Ours is not a particularly big database, but then we are not a particularly big agency.

Time and Cost Efficiency

One of the main reasons for the existence of recruiters is that as well as having access to specialist candidates, we also save time. The recruitment process can be time-consuming, involving creating job descriptions, advertising, shortlisting, interviewing, and negotiating offers. For the majority of our clients we handle these processes, freeing up company resources for more interesting and profitable activities. Apart from interviewing, we can do just about everything else.

Reduced Risk of Bad Hire

A bad hire can be costly and painful. Make sure you use a legal recruitment consultancy who offer full 12 month rebates and 12 monthly instalments (Ten Percent Legal Recruitment do). This way, the use of a recruiter is low risk.

Conclusion

We do a lot more than “just send an email” – to even get to the point to be able to send an email to anyone, we have to spend £000s in development, marketing and advertising. Recruitment is more than just buying access to CV Library or LinkedIn – both systems work occasionally, but they cannot better an experienced legal recruitment consultant armed with a well established database of qualified candidates.

Law Firm Referrals - Let Us Help You

The Ten Percent Group works across a diverse range of clientele and sectors. We are often asked to recommend law firms with particular specialisms, and these are the most common:

SME Law Firm Sales and Mergers - law firms with specific experience of solicitor firm sales

Partnership Disputes - professional business partnership disputes

Recruitment Agency Disputes, Debt Recovery

Recruitment Agency Sales and Mergers

Accountant Firm Disputes

Accountancy Practice Sales and Mergers

Commercial Contract Disputes

Employee Ownership Trusts

If you would like us to mention you to clients looking in these areas, please drop us an email over outlining any specific experience and expertise to date and we will refer your firm where relevant. We do not charge any fees to do this.



Evergreen Africa

Charity Focus - Evergreen Africa - £500 donation

The Ten Percent Foundation donated £500 to Evergreen Africa in 2023, a UK based charity operating across Africa using locally based staff, after a direct application via our website.

Who are Evergreen Africa?

"Evergreen Africa aims to help relieve poverty in four main developmental areas.

Health: Training health workers and providing medical facilities and equipment.

Education: Building and supporting schools as well as teaching and other staff.

Income-Generation: Helping local people to establish and maintain a source of income.

Sustainability: Implementing programmes that will ultimately allow the community to become self sustaining.

Funding

"Firstly, our Trustees have dictated that absolutely no less than 90%, and ideally no less than 92%, of funds must be spent on our charitable projects (regrettably, some admin costs are unavoidable – website hosting, bank charges to move funds to Africa, accountancy fees, stationery etc). That means that of every £10 donated, at least £9 goes to the projects. In Africa we work with well-established local NGOs and experts who have developed a network of trusted local individuals built up over many years. These individuals ensure that funds are paid over to local contractors etc, only against previously agreed project plans, after inspection of the works or delivery of goods/services and on presentation of invoices."

Project Supported

The area in which Evergreen operates features rural villages on the Wanale Ridge, Mbale District, Uganda, where some 25,000 people live in extreme poverty (as defined by the UN). The populace is almost entirely dependent on help, there being virtually no legitimate means of employment available beyond subsistence farming. Health is poor with malaria and water-borne diseases endemic. From the education perspective, the area needs significant affordable schooling. There are few Government schools, all of which are badly oversubscribed, and a number of private schools which are largely unaffordable to the impoverished population. There is a dire need for income-generation to raise the entire populace above the UN-defined poverty level. Evergreen is addressing the underlying causes with a menstrual health programme in primary schools and a Community Health programme, both of which actively address the biology of reproduction and family planning. However, there are generations of traditional dogma to overcome and the issues associated with teenage pregnancy will continue for the foreseeable future. Hence, Evergreen has embarked on a Young Mothers' Vocational Programme, the aims of which are to provide counselling, guidance and advice to prevent the position becoming worse, and training in a vocational skill with which the girls can earn an income. The counselling is provided by a fully qualified social worker, and the vocational element leads to a nationally recognised, diploma-level, qualification.

What is this all about?

Ten-Percent 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.

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 Tailite 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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