



Legal Recruitment News - April 2024

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Good morning and welcome to the April 2024 edition of Legal Recruitment News. It includes our legal job market report, locum hourly rates, articles on legal recruitment trends for 2024, our charity donations, 10 tips for improving the value of your law firm, psychometric testing and a salary level guide. All our past newsletters are available on our [Legal Recruitment News website here](#).

Legal Job Market Report - April 2024

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

Locum Recruitment - Steady

Locum work is starting to show small increases after quite a dramatic decline over the last 12 months. Most of the decline is due to the reduced demand for conveyancing cover. A quick look at the most recently posted roles shows fields of law include commercial litigation, employment, family, civil litigation, legal cashiers, L&T, corporate immigration, wills & probate, corporate commercial & commercial contract roles, but very little property work in the last month. We are still seeing increased numbers of candidates registering with us for consultancy work on an ongoing basis, although very few of these fit within the criteria for the new market in consultants servicing their own work (very hard to source). Number one difficulty for recruiting locums remains the gap between locum expectations of remote working, and client expectations for office-based work. This is yet to be resolved, although increasing numbers of locums are now available for office work as market conditions get tougher.

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

Permanent Recruitment - Busy

Permanent jobs posted in March are down 25% on the previous year, although candidates are probably more likely to move than they were this time last 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 - 100% 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 about 100% compared with the previous year. New locums have remained extremely high in number.

Law Firms for Sale - Busy

Busy as ever - deals are going through, good buyers are currently active and there is a demand for law firms sold as a shell, particularly limited companies (sole practitioners not as interesting to buyers). 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 email jf@jonathanfagan.co.uk

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

New locum roles added - 18 (22)

New permanent roles added - 25 (34)

New candidates added - 71 (35)

KPMG & REC Report on Jobs UK - March 2024

Further decline in recruitment activity signalled
Slower increases in starting pay recorded
Fastest rise in candidate availability for four months

Commentary from Jon Holt, CEO of KPMG UK

"Persistent economic uncertainty has led to many business leaders delaying major investment decisions and relying on savings for growth during the first quarter of the year. But they are optimistic about the outlook improving. And while March's survey data indicates ongoing weak demand in the labour market with a sharp rise in candidate availability, relatively low levels of UK unemployment together with falling inflation could pave the way for economic recovery."

Commentary from Neil Carberry REC CEO

"Economic growth has been sidelined for too long and must be at the heart of this year's General Election campaign. Today's data shows the economy in a holding pattern waiting for inflation and interest rates to ease, so that firms can get to investing. The decline in permanent placements has been steady for some months now, with temporary recruitment still robust, if falling back from the record highs of 2022/3. Employers appear to be leaning on temporary work while they are uncertain about the path of the economy. The data here should support a decision by the Bank of England's Monetary Policy Committee to loosen its grip on growth in the near-term future. Pay growth has slowed significantly, and is now below the survey's

long-term average for new permanent roles."



Hourly Rates of Pay for Locum Solicitors and Legal Executives

April 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 - April 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.

April 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

Trends in Legal Recruitment 2024

The landscape of the legal profession and recruitment into law firms and in house legal departments in the UK is undergoing significant transformation in 2024, shaped by changing client practices, technological advancements and workforce expectations. This article is geared towards smaller to medium sized law firms and in house legal departments.

The Rise of Legal Tech Competency

As legal technology advances, proficiency in tech tools that automate tasks like document review, due diligence, and contract management is becoming essential. AI is here and its here to stay. Its effect on all markets will continue to grow over time.

The future of legal recruitment is very likely to involve most firms needing candidates who are not just legally proficient but are also tech-savvy. Not always two things that go together when it comes to professionals of any kind! Recruitment processes are likely to focus more over time on tech

skills. This is going to have a huge impact in terms of the candidate pool – there are likely to be significant shortages of lawyers who are keeping abreast of the technology changes, compared with those who try to keep working the ‘old’ ways.

Flexibility and Work-Life Balance

The COVID-19 pandemic has permanently altered perceptions of work-life balance and flexibility in the workforce. Legal professionals increasingly prefer roles that offer flexible working hours, remote work options, and a better work-life balance.

Impact on Recruitment:

To attract and retain top legal talent, firms must offer flexible working conditions. This includes part-time arrangements and remote work opportunities. According to [Interim Lawyers](#), remote working is now the number 1 requirement for all locums and consultants looking for legal jobs, whether in-house or private practice.

The Gig Economy, the Consultant Model and Locum Lawyers

The gig economy is reshaping how legal work is perceived, with more professionals seeking contract-based, temporary and consultancy positions. Consultancy practices are springing up all over the UK, encouraging solicitors with a following to join and take home a hefty percentage of anything they bring in. Whether this is going to be a passing phase and the emperor’s new clothes, or the exciting future and a huge change is hard to tell. The shift to the gig economy (aka as a portfolio career) can result in solicitors and lawyers taking on 5-6 firms at once and handling certain fields of law for them.

Increasing Role of Employer Branding

This applies to all law firms, whether large or small. So many smaller firms fail to maintain their good character online (eg not replying to negative feedback or updating their website for 5 years) that potential employees turn them down on this alone. Law firms must actively manage their employer brand by promoting their values, culture, and employee benefits. This includes using social media platforms and their websites to communicate what makes them unique as an employer and why a solicitor would want to join them. Your online presence is your shop window to the world!

Increasing Demand for Specialisation

A number of predictions are being made by commentators in the sector that the following fields of law will be expanding over the next 12 months. We are not so sure about some of them.

Technology and Cyber Law (particularly in relation to work arising from AI issues - eg copyright and GDPR etc), Environmental Law (we have been seeing this prediction for a number of years, but it never seems to materialise), Employment Law (increase due to remote work and the gig economy - we are already seeing increased numbers here), Corporate and Commercial Law (both in house and private practice), IP (global protection work), fintech (usually connected with GDPR & Brexit issues), Healthcare Law (clinical negligence is seen as a growth area), Immigration Law (corporate and business work), Family Law (still seeing the fallout from lockdown and changing circumstances).

Rise of Cross-Border Legal Services

There is a predicted increasing need for legal professionals who can handle cross-border transactions and multinational legal issues. Whilst we have seen an increase in requests for dual-qualified solicitors & lawyers, this is and always been extremely limited. The rush to Dublin for

example does not seem to have happened (this was predicted back in 2017 after Brexit).

Impact on Recruitment: not a lot really. You are either dual-qualified or you are not. I certainly wouldn't splash the cash on any overseas qualifications for the sake of it.

Summary

We think the key trends are a) the gig economy – we expect to see more solicitors sub-contract with multiple firms than just take one full time salaried role, b) legal tech competency – firms requiring new recruits to be able to handle the new procedures that will inevitably arise – eg the use of AI in contract drafting. But the key trend is pretty blindingly obvious to anyone in legal recruitment who calls up a candidate about a new job. The first question is always: “does the firm offer remote working options?” Its been over 3 years now, and this remains a key contentious issue between employee expectations and employers' requirements.

10 Tips for Improving the Value of your Law Firm in 2024



Whether you're preparing for an acquisition, seeking investment, or striving for growth, here are ten actionable tips to boost your market value.

*Jonathan Fagan Business
Brokers*

Build & Strengthen Client Relationships:

This could be waffly business nonsense, but put this into practice and you add lots of value to your firm. Building strong, long-lasting relationships with clients is a key way to add value. How do you attract regular work from repeat customers? Buyers love this type of customer - it demonstrates potential for ongoing future profits.

Specialise and Differentiate:

In a crowded market, differentiation is key. Does your business have a niche area of law, a niche industry it services, a sector it concentrates on, and most importantly evidence of this? A niche can set your firm apart from competitors and add value.

Embrace Technology:

This goes without saying, but firms operating via paper based systems still or paying only lip service to time recording and CRM systems, are not going to have the same value as firms operating a paper-less office system. Any additions to this can only add value - eg chat bots, document automation etc.

Develop (and Retain) Your Talent:

The value of your firm is directly tied to the quality of your team. Investing in CPD and training ensures firstly that your staff is up-to-date, but secondly it demonstrates to your staff that you are prepared to invest in them. Your staff team is quite often the most important part of your business when it comes to value, and not all owners realise this. Losing key staff = losing lots of value.

Optimise Efficiency:

Review and refine internal processes regularly to eliminate inefficiencies. Check your subscriptions, your bills, costs paid, staffing levels. Consider adopting Lean Management techniques to improve productivity and reduce waste. Look at your billing levels - are current salaries justified? Do you need to increase or incentivise some or reduce (hours) for others?

Expand Your Service Offerings:

Diversifying your service offerings can open up new revenue streams. Can you set up a separate non-regulated consultancy firm to provide non-regulated but related services as a multi-disciplinary practice? For example accountants seem very keen to break into the legal profession, but we haven't seen many lawyers acquiring accountancy practices!

Foster a Strong Workplace Culture:

A positive workplace culture not only attracts top talent but also increases employee satisfaction and retention. Cultivating an environment that promotes work-life balance, diversity, and inclusion can enhance your firm's reputation and appeal. Couple of things here - firstly buyers seem to like remote working law firms. It means the law firm is more portable than a traditional office-based practice. Secondly, good workplace practices encourage staff to remain - eg the 4 day working week principle and a good management/staff relationship.

Focus on Financial Management:

Sound financial management is crucial for any business looking to grow. Producing regular management accounts and discussing these with a view to improving certain aspects continually - eg cash flow - can make the practice more attractive to buyers once the effects are seen.

Enhance Your Online Presence:

We could probably write a full book on the improvements and changes that can be made to most law firms' online presence, although some are positively excellent! We are well and truly in the digital age, whether we like it or not, and a robust online presence is indispensable. A professional website, active social media engagement, and high-quality content marketing increases your visibility, attract new clients, and position your firm as an expert. What's not to like? A positive online presence increases value.

Pursue Strategic Partnerships and Alliances:

Forming alliances with other firms or related businesses (financial advisers, accountants, surveyors etc.) can provide mutual benefits, such as expanding client bases, providing scope for cross-referrals or enhancing service capabilities. Collaborations, whether through formal partnerships or referral agreements, can significantly increase your firm's reach and value. When it comes to valuations, paid referrals add value. Whether you agree with the principle of paid referrals, they should not be seen as a bad thing necessarily when it comes to looking for a sale of your business.

Psychometric testing and solicitors – a good idea?

We regularly come across employers using psychometric testing, basic literacy tests or maths tests for their prospective candidates, who can for example be 10-30 year PQE solicitors. After all, psychometric tests can filter out poor candidates fairly quickly and decisions can be made on weaker candidates who otherwise may not have been picked up as being lacking in certain characteristics. Testing prior to interview can be a good way of finding weak candidates without anyone needing to spend or commit any time or effort into their recruitment.

So are psychometric tests a good idea?

In terms of recruiting senior staff, and based on our experience of dealing with the candidates and the firms as the 'person in the middle' any form of testing prior to interview is usually an absolutely terrible idea! Solicitors detest psychometric testing, basic literacy and numeracy skill tests with a passion and they have been known to walk away from job application processes as soon as they get any wind of this type of testing being utilised by an employer, regardless of the consequences (ie not being considered for a well paid, good quality job).

Recent experience

We recently had a vacancy for a senior solicitor posted with us. It was a commercial role, in house, good conditions, excellent pay, and in an easily accessible location. Suffice to say, we had a strong shortlist of candidates (mostly sourced from our 12,500 solicitor database).

The client's HR department decided to include psychometric testing as part of their process, with the aim of taking a sensible and careful approach as to who they recruited, and weeding out any weaker candidates so that the interview team did not need to spend any time on them. We could understand this as recruiters - it makes a lot of sense. Surely the candidates would appreciate it too?

Unfortunately the moment psychometric testing was mentioned, our shortlist halved overnight. Applicants pulled out instantly. Their reason for doing this was that they did not want to be subjected to psychometric testing.

Psychometric testing success?

You might think that the psychometric testing has in this case done its job, because it weeded out potentially weaker candidates who did not want anyone to see they were weaker candidates and so refused to be tested. However the sentiment was not specifically related to one or two candidates, it included those candidates who carried on with the recruitment, albeit very reluctantly. Essentially nobody wanted to be subjected to psychometric testing.

This is not an isolated incident either; we have seen this happen on a regular basis which is why we think psychometric testing is not a good idea when it comes to recruiting lawyers, particularly senior ones.

A Level results request

A similar effect is often seen if a firm ask a senior solicitor for details of their A levels, which they may or may not have taken 30 years before. In the past we have seen candidates walk away, even when they have 3 A grades. They simply cannot understand why anyone would want to ask the question.

Lengthy interview process

Another similar level of candidate removal has occurred when firms have an excessive level of interviewing as part of their recruitment process. We came across a firm some years ago who seemed to enjoy having 5 rounds of interviews before they made an offer. This was a very easy way to get rid of all candidates who did not have huge amounts of patience!

Summary

We recommend that where possible, in house legal departments and law firms should not undertake psychometric, literacy or numeracy testing when it comes to senior staff recruitment. Whilst we understand the reasons and they may well identify weaknesses in a particular individual's work, they do not assist the recruitment process because it annoys the applicants before the process even starts. A better time to perhaps do it if it is part of the process would be to add it in between interviews.

Charity Donations - Deadline for Suggestions May 1st 2024

Charity Donation Suggestions Required for the Ten Percent Foundation

Ten Percent Legal Recruitment and Interim Lawyers donate 10% of annual net profits to charity via the Ten Percent Foundation, a charitable trust set up to distribute monies to charities in the UK and Africa. We have been doing this for over 20 years and by way of example in 2023 our charitable donation from our group of companies is £30,290.76. The Foundation never incurs any administration costs (other than very small bank charges) - all monies are distributed to charities.

Suggest a charity

We would love to hear of your nominations for worthy causes we can donate to. To suggest a charity please email Jonathan Fagan at jbfagan@ten-percent.co.uk with the name of the charity, anything you think we would like to know about it and any experiences you may have had of the charity's work. A lot of the charities like to know who nominated them, and if you are happy for us to release this to them and/or for us to use your name in any publicity related to the donation, please let us know. NB: please feel free to nominate charities that have received donations from us in the past. We love staying involved; most charities think our donations are a one-off, when in fact we donate every year!

Funding criteria

The trustees of the Ten-Percent Foundation are particularly interested in the following types of charity or worthy cause:

Charities that deal with poverty and the effects of poverty in the UK, support for stammering and in particular children affected by speech impediments, support for people who have Parkinsons, children with heart conditions, support for people who have had a stroke, charities working with ex-offenders, charities with links to the legal profession, charities dealing with victims (and perpetrators of) domestic violence and charities dealing with youth work in areas particularly affected by poverty.

Why do we donate?

We set up our companies over 20 years ago with the aim of being as socially responsible and ethical as possible 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

Last year we asked our clients, website visitors and candidates to nominate charities we could support and were overwhelmed with the large number of suggestions received. Our trustees went through each nomination to ensure the charity fell within our criteria for donations. The trustees also called each charity where possible to discuss potential funding requirements. We always check the charity accounts as well.

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 visit our website at <http://www.tenpercentfoundation.org>

Charity Focus - Headway Derby - £500 donation



Headway Derby

The Ten Percent Foundation donated £500 to Headway Derby, a locally based charity, after a nomination from Charlie Whiffin at the University of Derby.

Who are Headway Derby?

"Headway Derby are a small Derby based charity that support anyone over the age of 18 who have been affected by brain injury."

Organisation and Project Background

"We run a range of services to support community rehabilitation that include peer support groups, community outreach and accredited education programmes. We also run services specifically for family members and carers to support a family centred approach to rehabilitation. The charity was founded in 1994 by the parent of a brain injury survivor and over the years we have continued to develop our services."

Funding

Emma Morris from the charity has given us details of where the £500 donation has been spent. "We [are] looking to spend the funds on IT support to allow us to facilitate back-office administration timely and efficiently. (Previously we have had second hand IT equipment and we spend more time fixing it that using it to complete our admin tasks)."

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 2023

We received over 35 charity nominations from academic clients, business clients, locums, solicitors, transcribers (via our sister company TP Transcription Limited) and staff. Decisions were made to award c£25k to 17 charities.

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 Taillte 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 Reprive.

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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Legal Recruitment News is produced by Ten Percent Legal Recruitment - you can view all versions of the e-newsletter at www.legal-recruitment.co.uk.

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