



**Ten Percent**  
LEGAL RECRUITMENT

## Legal Recruitment News - June 2024

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Good morning and welcome to the June 2024 edition of Legal Recruitment News. It includes our legal job market report, locum hourly rates, articles on pdf CVs, interview research and how to approach a firm you would like to buy, spotlight on a Notts 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 - June 2024

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

### Locum Recruitment - Steady

Locum work has now stabilised after a pretty poor winter and spring season. Most of the decline remains the reduced demand for conveyancing cover. A quick look at the most recently posted roles shows fields of law include commercial litigation, IP & commercial contracts, wills & probate, commercial property. There have been 9 conveyancing locum roles in during May, which is a large increase on previous months. Some of this will be annual leave cover, but there has clearly been an upturn. Number one difficulty for recruiting locums remains locum expectations on hourly rates (eg a significant proportion of conveyancing locums still not reducing rates for roles despite the increased competition) and 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 and all areas of the market other than corporate & commercial fields, 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 May are up 70% on the previous year. 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. Our permanent recruiter team remain busy, although some of the work at this time of year involves filtering out the 'season sillies' - vacancies posted by firms to test salary levels on incoming CVs. See our salary guide below or give us a ring - always happy to oblige!

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

## New Candidate Registrations - 272% 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 272% compared with the previous year. New locums have remained extremely high in number and the influx shows no sign of falling.

## 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](mailto:jf@jonathanfagan.co.uk)

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

New locum roles added - 21 (22)

New permanent roles added - 29 (17)

New candidates added - 82 (22)

## KPMG & REC Report on Jobs UK - June 10th 2024

Permanent placements fall again, but at slower rate

Pay rates continue to rise markedly

Worker availability increases to steeper degree

### Commentary from Jon Holt, CEO of KPMG UK

"We know our labour market is resilient. The big picture is that unemployment is historically low with the ease of filling vacancies back to pre-pandemic levels. Taken together with today's data and expected interest rate cuts, inflation easing and increased consumer confidence over the summer, we will hopefully move towards a better economic outlook for the second half of 2024. But May's data underscores the complexities in the current labour market. While demand overall remains weak due to firms still stalling on hiring decisions, the pace of decline has slowed for the third month in a row. Some sectors even saw demand growth - although a lack of skilled applicants could put further upward pressure on pay as employers compete to attract the best talent."

### Commentary from Neil Carberry REC CEO

"The jobs market looks like it's on its way back, with clear improvements over last month on most key measures, especially in the North and Midlands. While permanent hiring remains weak,

these are the best numbers we have seen in more than a year, and the temp billings number has also improved. There is potential energy stored in the economy, as employers are feeling more confident. Political certainty and falling interest rates should add to lower inflation and help this turn into movement over the course of the rest of the year. REC members report that clients are ready to hire, but hesitant. These numbers suggest that caution may be starting to abate. Pay growth remains steady, reflecting both settlements made by employers for their staff, but also the substantial National Minimum Wage rise in April."



## Hourly Rates of Pay for Locum Solicitors and Legal Executives

### June 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 - £32-£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 - June 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.

### June 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 - 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](mailto:pete.gresty@ten-percent.co.uk)

## **Failing to research a firm before a job interview**

One piece of key advice we regularly give candidates who attend interviews we have arranged is to make sure you have thoroughly researched the background and business of any company or organisation you go for an interview with.

A rule of thumb to work to is the investment of at least an hour reading all about a potential employer online in lots of detail prior to an interview. We think that you put yourself at a major disadvantage if you do not invest your time.

## Recent Example

Take a recent interview we arranged for a senior corporate commercial solicitor with a firm. On paper he was an extremely good fit with the right sector experience, the sort of background the firm liked and he certainly talked the talk.

Unfortunately prior to the interview our chosen one managed to fail at the first hurdle. He did no research at all whatsoever on the firm. In fact when asked during the interview to give an overview of the firm and work, the candidate told the firm that actually he hadn't done any research at all into the background and would it be possible for the firm to give them an overview of their firm's practice areas, types of work and business please.

I suspect you can guess the effect this approach had on the firm, who fed back afterwards to say that although they liked the candidate and thought they were very competent they simply could not entertain the idea of working with someone who couldn't even be bothered to go and have a look at who they were prior to a job interview. They thought this probably reflected on the candidate's work ethic.

We have been in recruitment for a good number of years and this has to be one of the daftest actions of a candidate attending a job interview we have ever seen, particularly for someone so senior who really ought to have known better. In any event the failure to do any research basically resulted in their application getting rejected even though the firm thought they were a very strong candidate for the role.

## Advice

Our advice is that before every job interview you ever do you take at least an hour to go and read through the information on the firm's own website, the SRA site, the Law Society directory site, look at their social media, see whether there are any newsletters, and do a Google search of the firm's name online to see what comes up. If the firm is an LLP or limited company you can also visit the Companies House website and get an idea of their structure. Failing to do research will almost certainly result in rejection..

## Sending CVs in pdf format - is it a good idea?

We first wrote an article on this question in 2002 and it amazes me to say that when reading the article through, the information we gave then is still accurate now. We still recommend that you do not send CVs in pdf format to recruitment agencies and job boards. There are a number of reasons for this but first of all we need to explain briefly what format you can send a CV in and why it matters.

CVs are usually prepared as a text document which means they are either prepared via an Apple system computer so are in .pages format or they are prepared on a Windows computer, so Windows Microsoft computer, which means they are prepared as a .docx file. There is another file type as well, which is .odt and this relates to open source word processing software.

.odt and .docx files can be easily manipulated by the recipient and information from them can be extracted, cut, copied and pasted very quickly and easily, which means that if you send your CV to a recruitment agent and the recruitment agent needs to send your CV on to a client they can usually prepare a CV from the document you have sent over extremely quickly.

.pages documents can be a bit more of a headache because the vast majority of office solutions are written specifically for Windows computers and therefore anything sent as a doc.pages document

very often has to be converted into a Microsoft Windows document. This is important because anything someone has to do as an extra task to extract data from your CV makes it all the less likely your CV will be considered above someone else for the same role.

So if we were to compare the .docx, .odt and .pages we would usually recommend sending your CV as a .docx file, but .odt would not bother us unnecessarily.

What would bother us specifically is if you send us your CV as a .pdf file.

## **PDF = problem**

.pdf files were invented in the 1990s by Adobe in the US, who seem to have set up the system with the concept that you could send a document to someone else and they would receive it in the format in which you meant to send it. Furthermore, it would be difficult for the person to send it to to amend or adjust the document you have sent them. This sounds like the perfect format to send a CV - no one can adjust your CV, no one can manipulate the text that is there and what you have sent is what the person receives.

This is great and if life was so simple then pdf would be the perfect way to send your CV anywhere to anybody. Unfortunately life is not perfect and Microsoft and Adobe seem to detest each other, with Microsoft going out of its way to make it very hard for Adobe files to be manipulated in any shape or form by Microsoft products.

.pdf files can easily be converted into documents by using open source internet services which do not cost anything to convert the pdf file into a docx file, but each one takes about 45 seconds to do.

Indeed once it has been done, the file as a .docx format will usually contain some very strange anomalies copied over with the conversion and it very often means that if a .pdf file is converted into a .docx file then the .docx file will need careful examination. Tables are a particular problem.

## **System Problems**

Whilst most recruitment agency customer relationship management (CRM) software can now handle pdf files relatively easily, they still struggle with the manipulation of text contained within them. It can create havoc when trying to edit your CV to send off to clients if you have sent it as a pdf file because very often agency software will enter headers and footers into the file and converted pdfs do not necessarily like this to happen.

## **PDF Process**

When you send your CV off to a recruitment consultancy they almost always have to go on to your CV and remove various items on there, check for spelling mistakes and add in anything they think might assist. It is extremely difficult to do this to a pdf file that has not converted well into a docx and as a result the recruitment agent can spend considerable amounts of time messing about with a pdf CV in order to put it into a state where it is suitable to send off. If the recruitment agent has six CVs to send off and five of them are in Word document so easy to deal with and one is a pdf then they may not actually bother sending off the pdf if they think they can get away with sending the five Word documents that are easily manipulable.

## **Summary**

Whilst .pdf formatted CVs make huge sense when sending to recruitment agencies and making sure what you wanted to be said to a client is actually said to a client, they unfortunately take time to process and you are much better off sending your CV as a .docx file or .odt file. The same applies to .pages files - a lot of CRM systems are set up to handle Microsoft and open source, not Apple

products.

## How to Approach a Firm You Would Like to Buy

Purchasing another law firm can be a quick solution to expand your business empire, get new clients, source new staff or enter a new market. However, approaching a firm you would like to buy out of the blue requires careful planning. We can help you - our Enhanced Buyer service has been set up specifically to assist with making and advising on targeted approaches.

### Conduct Thorough Research

Research the firm you are interested in. Full background checks on the owners, online information, website checks, even using external investigators, researchers and mystery shoppers can give you a good idea of the condition of the business. Understand the market position, sources of clients, the staff team, financial health, competitive landscape, and growth potential. Don't see everything as a negative - eg if a firm has no social media presence, it's an immediate and easy fix if you acquire it.

### Prepare a Clear Acquisition Strategy

Define your acquisition strategy and set limits. What are you prepared to invest? Why do you want the business? Are you looking to acquire the firm for its market share, technology, talent, or other reason? If its vanity, don't bother!

### Engage a Business Broker

I guess we would say this, but if you use a business broker it can be an invaluable asset in this process, particularly if you use our enhanced buyer service (which includes making targeted approaches on request). Business brokers can make the approach, identify potential targets, facilitate introductions and negotiate terms. Very often work goes in behind the scenes that you may not be aware of as brokers do talk to both sides and also have networks in which to source firms that are not openly on the market but may be interested in selling. Additionally, brokers provide detailed confidential valuations and acquisition advice on targets.

### Make Initial Contact

When making initial contact with the target firm, approach with discretion and respect. Do not under any circumstances communicate with anyone other than the owner directly. If possible, use an intermediary to make the approach. Make sure at all times you approach with the benefit to the target in mind - ie explain the advantages to them, not to you.

### Conduct Due Diligence

If the target firm shows interest, the next step is due diligence. Keep it very simple to start, otherwise you will spook the target. A short list of documents to start is key - we can assist if you are an enhanced buyer with us. We can also provide market analysis and valuation reports.

### Negotiate Terms and Structure the Deal

Based on the due diligence findings, negotiate the terms of the acquisition. This is the bit where you have to pitch at a level of interest to the firm, but similarly where you don't offend the target and ruin the relationship you have developed. Don't assume an early rejection is the end. Quite often we see parties returning to deals after a lengthy period of time. It's essential to structure the deal in a way that aligns with your finances and goals. Remember - you approached the target, they were probably quite happy tooting along doing their own thing, and it is easy for them to simply decide to walk away and not bother progressing. You must make it worth them progressing.

## Plan for Integration

Once the acquisition is finalised, develop a detailed integration plan. Sounds easy enough, but this can be a complete nightmare for all concerned. You need an idea very early on as to what actions will be needed, what investment will be required and how staff teams can fit together going forwards. This can take a considerable amount of time and effort on all sides. Don't forget at all times that disruptions to staff routines need to be kept as minimal as possible - people hate change, and you don't want a mass exodus.

## Conclusion

Approaching a firm you would like to buy is quite straightforward, but I don't think it always goes to plan.. Quite often target firms have their own thoughts on their value, their exit plans and future progression, which can be markedly different to those of the potential buyer. It can take a lot of time too and involve a few rejections before proceeding. If a firm goes to market, very often the first few offers get rebuffed whilst the sellers find their feet and accept reality. The same applies to firms targetted for an approach. Every business seller has their own opinion on worth and it rarely matches the buyer's thoughts!



*S.H.E.UK*

## Charity Focus - S.H.E. UK - £500 donation

The Ten Percent Foundation donated £500 to S.H.E. UK in 2023, a Nottingham based charity after a nomination from Jayne Sullivan at Bryan & Armstrong in Mansfield.

### Who are they?

S.H.E. UK. is a Registered Charity based in Nottinghamshire that offers a holistic range of support services for survivors of childhood abuse, exploitation and violence.

### How they help

#### Telephone Support

We recognise that when a survivor reaches out for support, they need that support now. Our telephone support service is available to those people waiting to start their therapy with us. We will arrange a weekly or fortnightly call to help with coping strategies in the 'here and now' and help with signposting to other services to address other challenges as they arise.

#### Counselling

We offer clients up to two years of weekly therapy. This service is delivered by both qualified and trainee therapists who are undertaking their counselling qualifications. Long-term therapy is one of our core values at SHE UK, as whilst we recognise that for some short-term interventions can be useful; we feel longer term counselling is the most effective for survivors of such trauma.

#### SHE-roes group

The SHE-roes Lounge is a female peer support group. The aim of these sessions is to provide survivors with a safe space to meet people who have similar experiences, aid self-development through a range of educational courses and reduce feelings of isolation. The Lounge is held every Tuesday and is facilitated by qualified therapists.

## Reply from the charity



"Firstly, may I say another huge thank you for the donation we received last year. The £500 you kindly gave allowed us to provide 6 hours of therapy to survivors of abuse. Six hours of addressing trauma, six hours of taking back control of their lives. This year we would put any donation to the outreach therapy service we have set up in the north of Nottinghamshire, where services like ours simply don't exist locally for people. By setting up a small service in the Bassetlaw district we can reach more people who need our help who wouldn't normally be able to engage. That district is a mix of urban and rural and transport links are poor never mind the cost. So, by placing ourselves there we create an opportunity to support individuals directly as well as their families and the local community indirectly." *Lisa Lenton, Chief Executive, S.H.E. UK.*

### **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. It includes S.H.E. UK.

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

## **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.

## 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](http://www.chancerylane.co.uk).

Interested? Call Clare Fagan on 0207 127 4343 or email [clare.fagan@ten-percent.co.uk](mailto:clare.fagan@ten-percent.co.uk).  
[www.tenpercentunlimited.co.uk](http://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](http://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](mailto:anna@tptranscription.co.uk), upload your file using our secure systems at [www.tptranscription.co.uk](http://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](http://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

Jonathan Fagan  
Director

E: [jbfagan@tenpercentgroup.com](mailto:jbfagan@tenpercentgroup.com)  
T: 0207 127 4343

Head Office:  
Ty Brith  
Llandegla Road  
Mold  
CH7 4QX

London Office:  
Ten-Percent.co.uk Limited  
27 Old Gloucester Street  
London  
WC1N 3AX

Offices also in Brighton, Coventry, Glasgow and Bristol

Jonathan Fagan is a solicitor, qualified recruitment consultant and Managing Director of Ten-Percent.co.uk Limited. His LinkedIn profile can be viewed here - [www.linkedin.com/in/jbfagan](http://www.linkedin.com/in/jbfagan)

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