

HOWARD KENNEDY



SPACE
TO BE
EXTRAORDINARY





Welcome message

At Howard Kennedy you have the space to be extraordinary.

Rewarding work with great clients and exceptional colleagues. Plenty of responsibility and the chance to make a real difference in an agile, growing firm. For the right person, Howard Kennedy is a place to actively develop your business practice and career.

Whether you are an ambitious and talented individual wanting to hit the ground running from day one, or an established professional looking for a new opportunity, Howard Kennedy is the firm where you can really make it happen.

The firm has earned a strong reputation for its exceptional and uniquely talented people who between them deliver outstanding results for clients. In a firm of our size, our strong team dynamic creates a thriving culture of creativity and entrepreneurialism. Howard Kennedy is a pragmatic and non-hierarchical environment where success is shared, and you are proactively encouraged to thrive at your own pace.

Our distinctive culture is built on fairness and respect. Guided by the firm's values of 'Talk Straight, Think Smart, Be Yourself', everyone in the firm holds equal value, and everyone plays their role in supporting, encouraging and inspiring colleagues to do their best work.

At the same time, Howard Kennedy recognises and rewards individualism, celebrating the diversity of its people and supporting them to grow their practice and drive their own career advancement.

As well as client work, there is opportunity to broaden your horizons at the firm with fulfilling pro bono and charity projects. And we have a regular social calendar full of wellbeing activities, charitable and social events too.

Craig Emden

Managing Partner

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About us

We are a London based, full-service law firm, specialising in providing straightforward advice on domestic and international matters. With almost 200 lawyers in one location, we ensure our clients have the right team to help them get from where they are to where they want to be. We advise major corporates and institutions as well as entrepreneurial, ambitious enterprises which are often privately or family owned, or private equity backed. As well as our significant business law capability, we are one of only a few London-based law firms with a large private wealth offering. Our clients find our straightforward approach a compelling alternative to larger, less personal firms.

We are a firm with ambitious plans. In the international arena, we have been a member of Meritas and Lawyers Associated Worldwide for many years working with a truly global range of clients across the Middle East and Israel, Africa, Asian subcontinent, Far East, Western Europe, and the US.

Our Values

Our values act as a built-in compass, guiding us in the way we behave, the things we say and the decisions we make.

Talk Straight

Think Smart

Be Yourself



Howard Kennedy at a glance

We have almost 200 lawyers operating out of a single London office so we can be agile and responsive in our decision making and more collaborative in our working style.

At least a quarter of our revenue comes from outside the UK. Our clients' needs often have an international component and the requirement is growing.



500+

People

25%

International work

195+

Lawyers

70+

Countries

60+

Partners

2

International legal networks

SECTORS AND SERVICES

We are a full-service firm organised into 17 legal service teams and a focus on seven key sectors.

- Energy
- Investment Funds
- Media & Entertainment
- Private Wealth
- Real Estate
- Retail & Leisure
- Sport

64.9m

2022/2023 revenue

Why Howard Kennedy?

LEARNING AND DEVELOPMENT

At Howard Kennedy you have the space you need to be yourself, while working with some of the most brilliant minds who will inspire, challenge and support you every day. We will nurture you as you grow your career, while recognising that everyone's goals and aspirations are different.

There are established career frameworks in place for both lawyers and support services. Our talent development programmes are designed to enable our future leaders to achieve their potential and ensure succession for key roles. At the same time, development is available to everyone regardless of your aspiration.

RESPONSIBLE BUSINESS

Our responsible business strategy is designed to impact our society and world in which we operate. We focus on six strategic areas, People; Environment; Social Impact; Ethics and Supply Chain, Clients, which were designed through engagement with our people, clients and suppliers and have a comprehensive plan of delivery behind each one. We encourage our people to get involved.

WELLBEING

The wellbeing of every employee at Howard Kennedy is important to us and the future of our business. The health and financial needs of our people are supported through employer-funded private medical insurance, the Employee Assistance Programme, Occupational Health support, free independent mortgage advice and access to a 24/7 virtual GP service. We also offer free and confidential counselling for anyone that needs it.



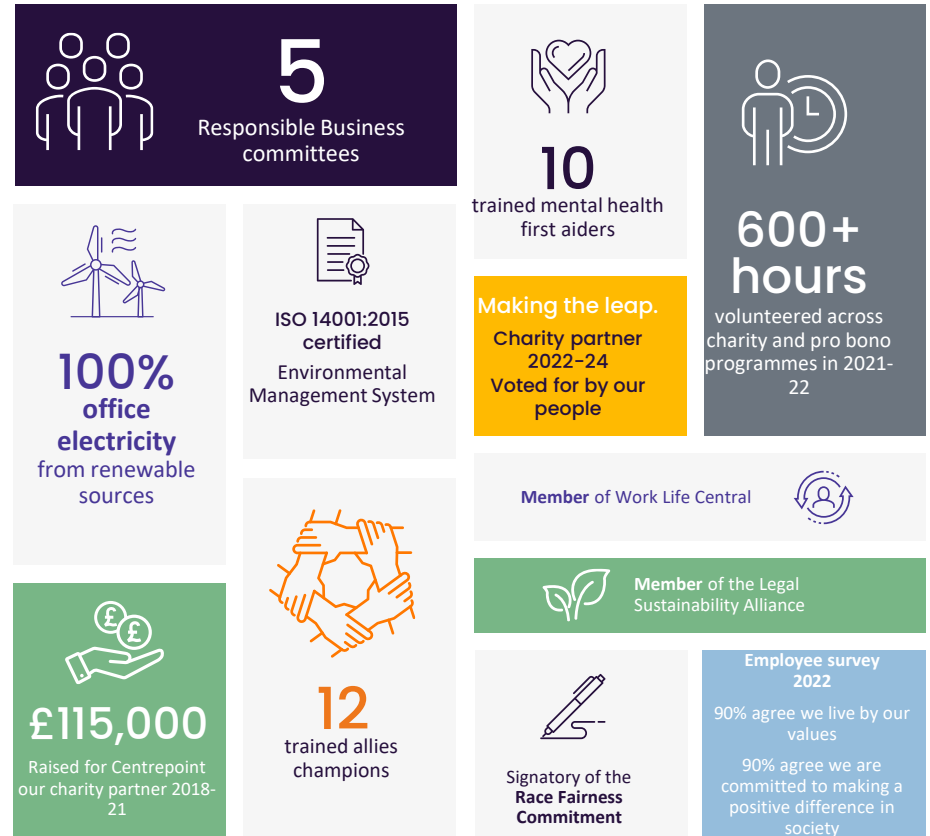
Responsible Business

Guided by our values, we're committed to inclusively and sustainably supporting our people, our clients, our communities, and the environment.

At Howard Kennedy, we take our responsibility to manage the impact we have on the world in which we operate, seriously. That's why responsible business is a core part of our business strategy. It's seen as essential in helping us achieve our vision to be a progressive, independent and profitable business

As a responsible business we focus on:

- **People:** Nurturing an inclusive, values-driven culture where everyone can be themselves, with their development and wellbeing at the centre.
- **Environment:** Working to reduce our environmental impact and promote environmental awareness and responsibility among our people.
- **Social Impact:** Promoting equality of opportunity and access to justice by sharing our time and skills through volunteering, fundraising and pro bono services.
- **Ethics:** Ensuring and maintaining the highest standards of professional integrity, operating ethically with clear and transparent governance.
- **Supply Chain:** Working with suppliers who are compliant, responsible and share the same values as we do.
- **Additional:** We're helping our clients to achieve their own Environmental, Social and Governance (ESG) ambitions offering support with a range of issues.



The Role

Recruitment Advisor

This is an excellent opportunity for a Recruitment Advisor to join our collaborative HR team. You will support the business across all Business services and Fee earner recruitment, working closely with direct candidates, building strong relationships with them, and also with recruitment agencies in order to assist us in recruiting the best talent.

We are looking for someone who is passionate about the candidate experience and excellence in service delivery, who is keen to bring ideas to the team with the ability to implement them.

This is a hands-on and varied role which offers plenty of scope to support the business by hiring the right talent, developing and using the appropriate selection process as well as using cost effective approaches to candidate sourcing.





Main Responsibilities

- Working closely with hiring managers across the business on current recruitment needs for both fee earning and business services vacancies, managing the recruitment process end to end;
- Taking a pro-active approach to candidate sourcing, including talent pipelining and networking, building relationships with direct candidates;
- Sourcing, screening and shortlisting candidates for vacancies through implementation of cost effective sourcing strategies - utilising LinkedIn, market mapping tools, employee referrals, and other direct recruitment activities;
- Where appropriate, working in conjunction with recruitment agencies on the delivery of effective recruitment processes;
- Working closely with the Senior Recruitment Manager, building strong relationships with agency suppliers;
- Managing candidates through the recruitment process, ensuring a positive candidate experience at all times, in line with the firm's core values;
- Continually developing an understanding of the recruitment market through gaining insights from agencies, candidates and other sources including networking groups. Sharing insights with hiring managers and key internal stakeholders;
- Supporting the business with recruitment best practice, process insights and training, and developing associated collateral where appropriate;
- Overseeing the onboarding for all new joiners, and co-ordinating onboarding activities across various departments;
- Working closely with the Recruitment Assistant and HR Team Co-Ordinator on all recruitment related admin activities such as interview scheduling and pre-employment screening;
- Providing relevant recruitment data and reports for the Board, Management committee and other internal stakeholders;
- Ensuring that recruitment activities and initiatives support, and are aligned to, the Firm's Diversity, Equity and Inclusion ('DEI') Strategy and that DEI is embedded in all processes. Supporting the implementation of innovative strategies to attract diverse candidates;
- Supporting the Senior Recruitment Manager with Partner recruitment where necessary;
- Working closely with the Early Careers Senior Advisor on Trainee recruitment initiatives where necessary; and
- Assisting with ad hoc project work as required.



About you

Ideally you will be able to demonstrate:

- Recruitment experience gained in a professional services environment (ideally within the legal sector);
- An understanding of, and interest in, the legal industry and legal career pathways;
- Either agency or in-house recruitment experience, or a combination of both;
- A creative approach to candidate sourcing, with experience in using direct recruitment tools;
- Strong written skills, with the ability to write job descriptions and other collateral;
- Proactivity, identifying the needs of the business and working with hiring managers to ensure all of our recruitment practices are in line with best practice;
- Experience of using an Applicant tracking system;
- Excellent communication and relationship building skills with the ability to build both internal and external relationships at all seniority levels;
- Excellent candidate management skills, with a passion for candidate care;
- Excellent organisational skills, with the ability to manage conflicting priorities often of an urgent nature;
- Data management and administrative skills, keeping reporting and records up to date;
- A demonstrable commitment to encouraging and supporting diversity in our recruitment processes;
- Strong attention to detail, taking pride in your work; and
- A flexible approach to working hours, as the demands of the role may necessitate work occasional outside of contractual hours.



Want to know more?

Our firm champions individualism and thrives on dynamic teamwork. We've built a strong reputation on the success of our exceptionally talented people - each of them bringing a unique set of strengths, skills and perspectives that when combined, lead to outstanding results for our clients.

However you want to progress your career, Howard Kennedy can help you make it happen.

Join us, and find your space to be extraordinary.

If you'd like to know more about this role please get in touch with the contact listed below.



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