

HOWARD KENNEDY



# SPACE TO BE EXTRAORDINARY

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# 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**

Chairman

[Craig.Emden@howardkennedy.com](mailto:Craig.Emden@howardkennedy.com)

# 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

**70+**

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

**74.4m**

2023/2024 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.





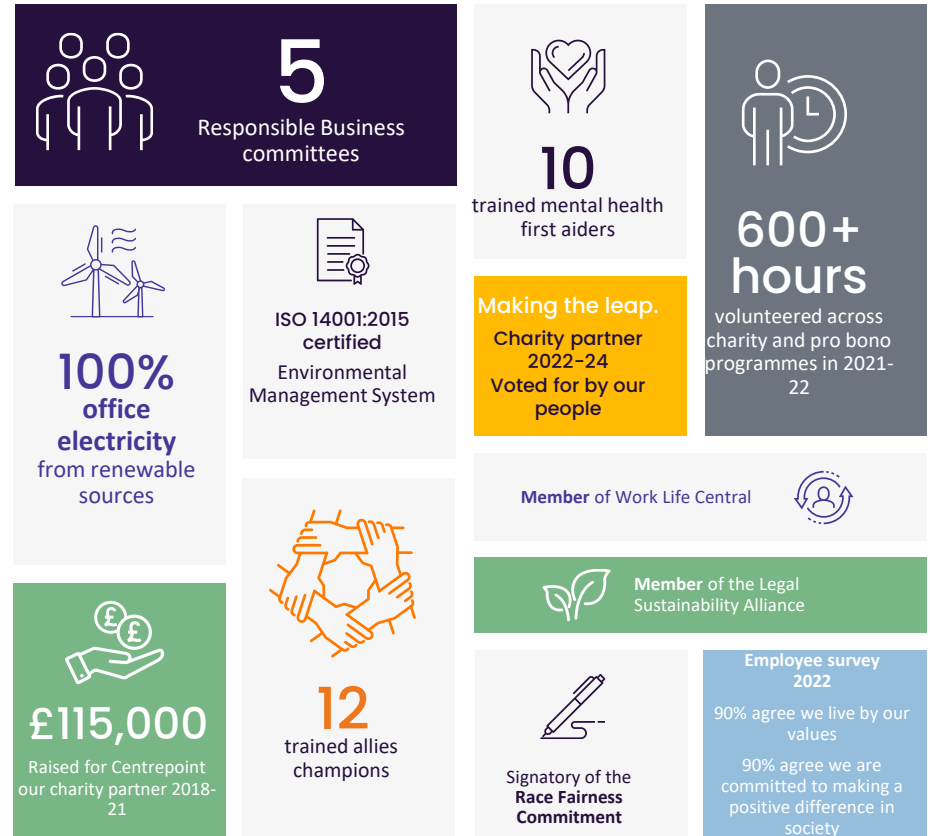
# Responsible Business

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

## Associate – Real Estate, Dispute Resolution

We have an excellent opportunity for an Associate to join our growing collegiate and well regarded Real Estate Dispute Resolution team. The team advise funders, landlords, tenants, developers, investors, high net worth individuals, hoteliers and retailers on a wide range of commercial and residential issues.

The team's strategy rests on 4 workstreams:

- **Development and Neighbourly rights** – Building Safety, Party Wall etc. Act 1996, Boundary disputes, trespass and adverse possession, Rights of Light, Access to Neighbouring Land Act, Restrictive covenants, Easements and interruption/diversion, Defective Premises Act 1972, Nuisance, Utilities
- **Residential** – Individual enfranchisement, Collective enfranchisement, Right to manage, Right of first refusal, Breach of user covenants, Landlord possession claims, Chargee possession claims and exercising power of sale, Trusts of Land and Appointment of Trustees Act 1996, Residential service charge disputes and dispensations, Consumer rights and protections, Co-ownership and estoppel, Enforcement of residential tenancies and leaseholds, Compliance with residential tenancy regulations
- **Commercial asset management** – Business lease renewal, Forfeiture and relief from forfeiture, Dilapidations claims, Site clearance and vacant possession, Break notices, Contested alienation (assignment and underletting), Contested alterations and improvements, Rent review arbitrations, Property insolvency (inc. CVAs, administrations, liquidations, disclaimer, dissolution and bona vacantia), Commercial service charge disputes, Guarantees and AGAs, Commercial rent arrears recovery (CRAR)
- **Property Contract Disputes** – Contested completion and deposit disputes, Specific performance, Injunctions, Building defects claims, Professional negligence, Misrepresentation, Mistake and rectification, Rectification of the Register

This role will span each of the work-streams to gain a breadth of expertise as well as exposure to lots of different types of client.

You will be responsible for assisting the Partners, Senior Associates, and Associates in the department, as well as taking a role (which will be limited at first) in supervising more junior members of staff and assisting in the development of those staff, including Trainees and Paralegals. In addition, you will also handle cases on your own (with the supervision of more Senior members of the team).





# Main Responsibilities

You will be involved in tasks including but not limited to;

- Assisting the team in responding to a wide range of urgent and time critical queries from clients;
- Assisting with all stages of the life-cycle of a contentious matter from the review of initial information upon first instruction to the conclusion of a matter, including the preparation of pre-action correspondence, issuing of court proceedings where necessary, preparation of witness evidence and all other work required on a matter to bring it to trial or to settlement;
- Instructing and liaising with Counsel and other experts where necessary;
- Undertaking advisory work and strategic advice
- Attending meetings with clients, Counsel or opposing parties;
- Assisting with tasks relating to costs and fees, including preparing fee estimates for clients, preparing costs schedules during proceedings, and liaising with costs draftsmen and ATE insurers; and
- Contributing to sector and focus groups as required.

The team and wider Dispute Resolution Department has a very open and collegiate team structure and you will be encouraged to be involved in business development initiatives and also to assist in training and development. You will be an integral member of the team and your opinions and insights will be valued.





# About you

Ideally you will be able to demonstrate;

- Previous experience in Real Estate Dispute Resolution and the type of work carried out. Previous experience and understanding of the type of work carried out is highly advantageous.
- Sound judgment with the ability to deal with complex problems.
- A commercial approach to problem solving and providing innovative solutions.
- Excellent organisational skills: working to tight deadlines where the input of others is often required, keeping a diary, organising files and carrying out all necessary administrative tasks.
- The ability to manage and prioritise workloads.
- Thoroughness and attention to detail.
- A confident and effective advocacy/communication style, acting as facilitator but also be able to take the lead when required.
- The ability to build relationships with clients and other colleagues at all levels.
- The ability to see matters as a whole and to be able to identify what it takes to get the job done/consider settlement/best solutions for client.
- Excellent attention to detail with the ability to perform in a high volume, deadline-orientated role.



# 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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