

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

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

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.



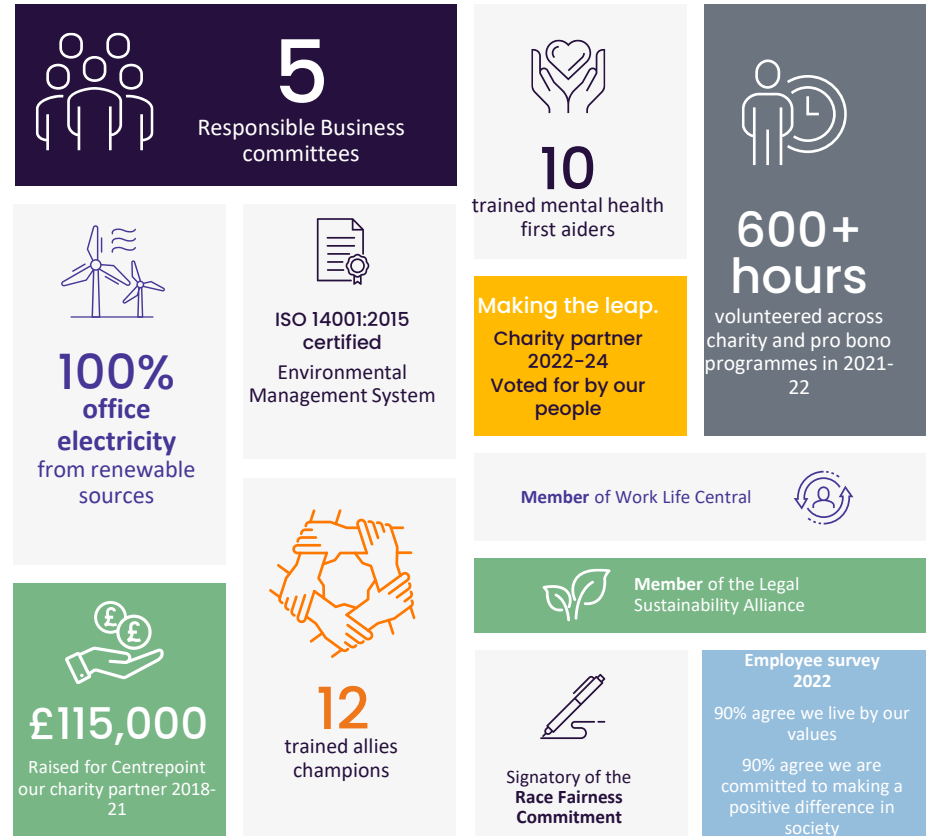
Responsible Business

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:

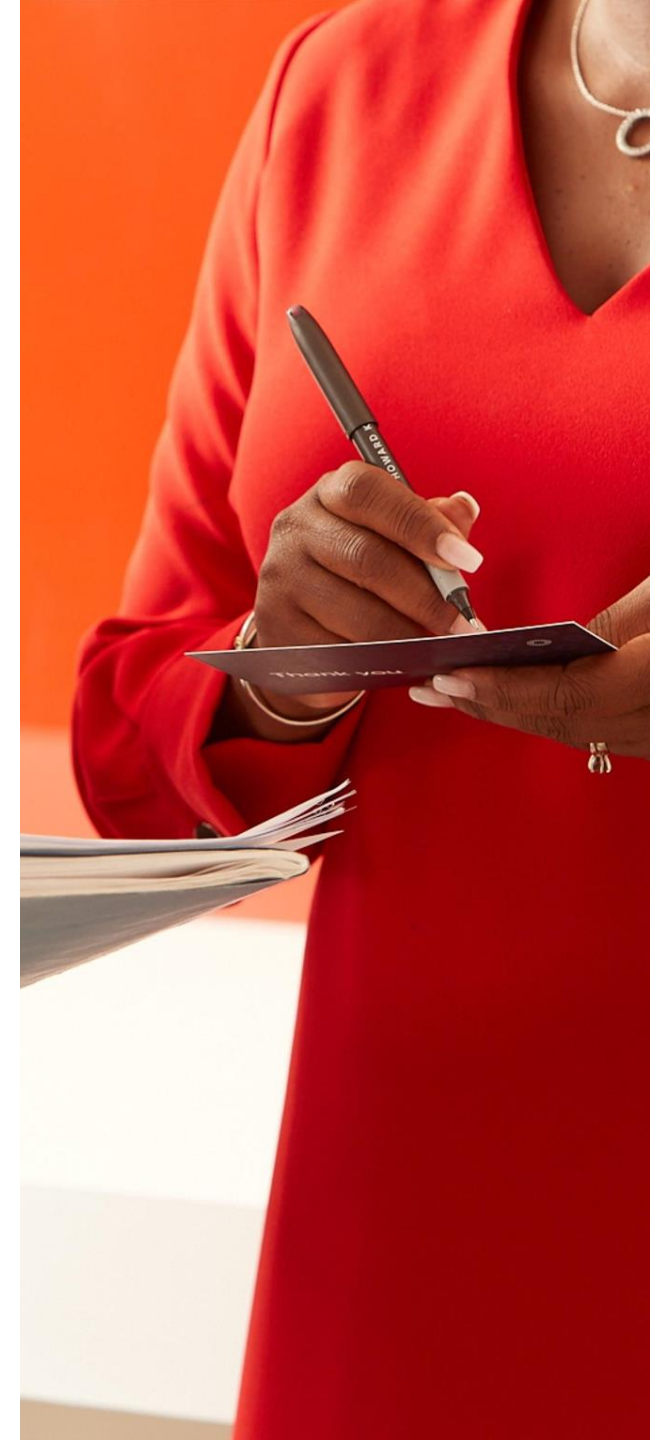
- **People:** Nurturing an inclusive, values-driven culture where everyone can be themselves, with their development and wellbeing at the centre.
- **Environment:** Working to reduce our environmental impact and promote environmental awareness and responsibility among our people.
- **Social Impact:** 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

Head of Change and Technology Programs

The Head of Change & Technology Programs (HofC&TP) sits within the IT & Change Directorate, reports directly to the Director of IT & Change and is a critical position in the IT & Change leadership team and the firm, overseeing change within the firm. You will work closely with Head of Technology and Architecture, Head of Service Delivery, Business Services executives and the partnership to drive transformational initiatives, and ensure successful delivery of complex programs, projects and business initiatives. You will also form part of the IT & Change senior leadership team, responsible for secure, stable, and reliable service 24 hours a day x 7 days a week x 365 days a year.





Main Responsibilities

The Head of Change & Technology Programs is a strategic leader responsible for overseeing and managing the firm's programs, change initiatives and ideation platform Grace. You will play a crucial role in planning, implementing, and evaluating programs, projects, and ideas to achieve the firm's goals and objectives. Your role will involve co-ordinating multiple projects, ensuring timely delivery and maintaining quality standards. As part of the IT & Change directorate and senior leadership team, the HofC&TP will share responsibility for secure, stable and reliable services 24 hours a day x7 days a week x 365 days a year.

Strategic Planning and Development:

1. Develop and implement best practices for program and project management.
2. Align program strategies with overall business objectives.
3. Evaluate challenges and identify opportunities.
4. Contribute to the organisation's strategy and budget process.

Program & Change Management:

1. Lead major program and change launches.
2. Drive program development from concept to post-production launch.
3. Drive change management tools and techniques.
4. Collaborate with stakeholders to validate and implement concepts.
5. Create and manage program artifacts, plans, milestones, and deliverables.

Main Responsibilities

Team Leadership and Development:

1. Manage and develop the program team.
2. Provide clear direction and support.
3. Monitor progress, identify risks, and ensure timely delivery.
4. Set and deliver goals for the department.

Operational Excellence:

1. Establish and follow project management best practices.
2. Implement appropriate program management frameworks.
3. Implement appropriate change frameworks.
4. Improve and oversee the firm's ideation platform, Grace.
5. Ensure effective communication and stakeholder management.
6. Design, plan, and maintain the firm's systems roadmaps and supplier engagement plan.
7. Fiscal responsibility for the operations and projects budget, including reporting.

Key relationships:

- Deputising for the Director of IT and Change as directed.
- Internal: Head of business services functions and Business Services Directors.
- Internal: Fee earning Practice group Heads.
- External: Suppliers, Industry bodies, Statutory bodies, Clients
- IT & Change senior leadership team.





About you

You will be able to demonstrate:

- A service orientated approach to technology delivery.
- Highly developed communications and interpersonal skills.
- A commercial approach.
- Experience in negotiating with vendors and a demonstrable strong knowledge of Software asset management and product licensing requirements.
- Proven experience as a Program Director or in a similar leadership position.
- Thorough understanding of change, project and program management techniques.
- Excellent knowledge of performance evaluation techniques and key metrics.
- Familiarity with data analysis, reporting, and budgeting.
- Working knowledge of project tools.
- Excellent organisational and leadership skills.
- An analytical mindset with problem-solving abilities.
- Natural curiosity, with an interest in the bigger picture.



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.



Laura Cooper
Senior Recruitment Manager

☎ +44 (0)20 3755 5682

✉ laura.cooper@howardkennedy.com