

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 entrepreneurship. 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

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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

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

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

Paralegal, Banking & Real Estate Finance (Maternity cover

contract, up to 9 months. Mid-March start)

This is an excellent opportunity for an experienced paralegal to join our highly ranked Banking & Real Estate Finance (BREF) team as one of a team of three Paralegals, on a Maternity cover contract from mid-March.

The work focusses on the smaller instructions from challenger banks and bridging/development loan funders that form the core of the team's client base, offering a turnkey operation which enhances the attractiveness to lender clients of the BREF team's overall service proposition.

The role, which involves day-to-day contact with and advising of clients, as part of a collegiate team environment where people work together to deliver outstanding client service, reports to a senior real estate finance lawyer in the BREF team.

You will have had experience with volume property finance transactions and will be organised, self-motivated and committed to delivering quality work for clients within tight deadlines and with a high attention to detail.

This opportunity will allow you to develop and grow your legal expertise and case management skills, and you will also be encouraged to develop your business development and marketing skills.





Main Responsibilities

- Implementing on each new lending instruction the formal team protocol to deliver as far as is possible a turnkey service.
- Having day to day conduct (subject to Associate supervision) and responsibility for short term secured loan instructions from banks and bridging lenders from instruction to completion.
- Overseeing post-completion registration and other formalities.
- Dealing with loan redemptions, discharges of whole and parts of securities, loan tranche releases and further advances.
- Reporting on leases, S.106 agreements and other ancillary deeds.
- Handling client expectations and deadlines in a proactive manner.
- Supporting senior members of the team with ad hoc tasks, reporting and dealing with data room administration on larger transactions as well as organising the delegation of portfolio transactions throughout the team.
- Liaising with the banking team regarding security documents.
- Delivering brief training sessions on new client protocols and training new team members.
- Overseeing the team of paralegals, managing capacity and caseloads, and allocating new instructions fairly within the team.
- Being first port of call for questions from both the paralegals and clients.
- Providing clients with fee quotes.
- Being responsible for raising invoices and hitting targets.



About you

Ideally you will be able to demonstrate:

- Experience in property finance transactions, ideally with specific knowledge and experience of acting on behalf of challenger banks and bridging/development loan funders.
- Previous experience of operating in a high-performing environment with a significant amount of client contact.
- Understanding of basic property elements including exposure to Land Registry titles and registrations. Particularly an appreciation of timing requirements for registration of security at Companies House and Land Registry and effective organisation to monitor the registrations of the same.
- Confidence in dealing with client queries.
- Excellent interpersonal skills - with the ability to establish and maintain effective working relationships with colleagues and clients at all levels.
- The ability to work with others effectively, including assisting others with prioritising and file management tasks.
- Excellent organisational skills and ability to prioritise and perform in a high volume, deadline-orientated role.
- Excellent attention to detail.
- The ability to delegate efficiently.
- An understanding of the importance of excellent client service.
- Proficiency in Microsoft Office and some understanding of case management software.
- Time recording skills, strong administration skills to keep your files tidy, financially hygienic and with Title Indemnity premiums and billing completed in a timely manner.



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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