

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.

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, built on fairness and respect. Guided by the firm's values of talk straight, think smart and 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.

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?

TRAINING AND DEVELOPMENT

At Howard Kennedy you have all 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. During your time with us, we will nurture you as you grow your career. We recognise that everyone's goals are different, and so we want you to develop your career.

There are established career frameworks in place for both lawyers and support services. We also run a top talent programme for all employees. These are designed to enable our top performers to achieve their potential and ensure succession for key roles within the firm.

RESPONSIBLE BUSINESS

All businesses impact the world in which they operate in some way. While we have been undertaking a range of initiatives to encourage the positive and reduce the negative impact of everything we do for some time, we have recently formalised our approach. This was achieved through engaging with both internal and external stakeholders.

WELLBEING

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

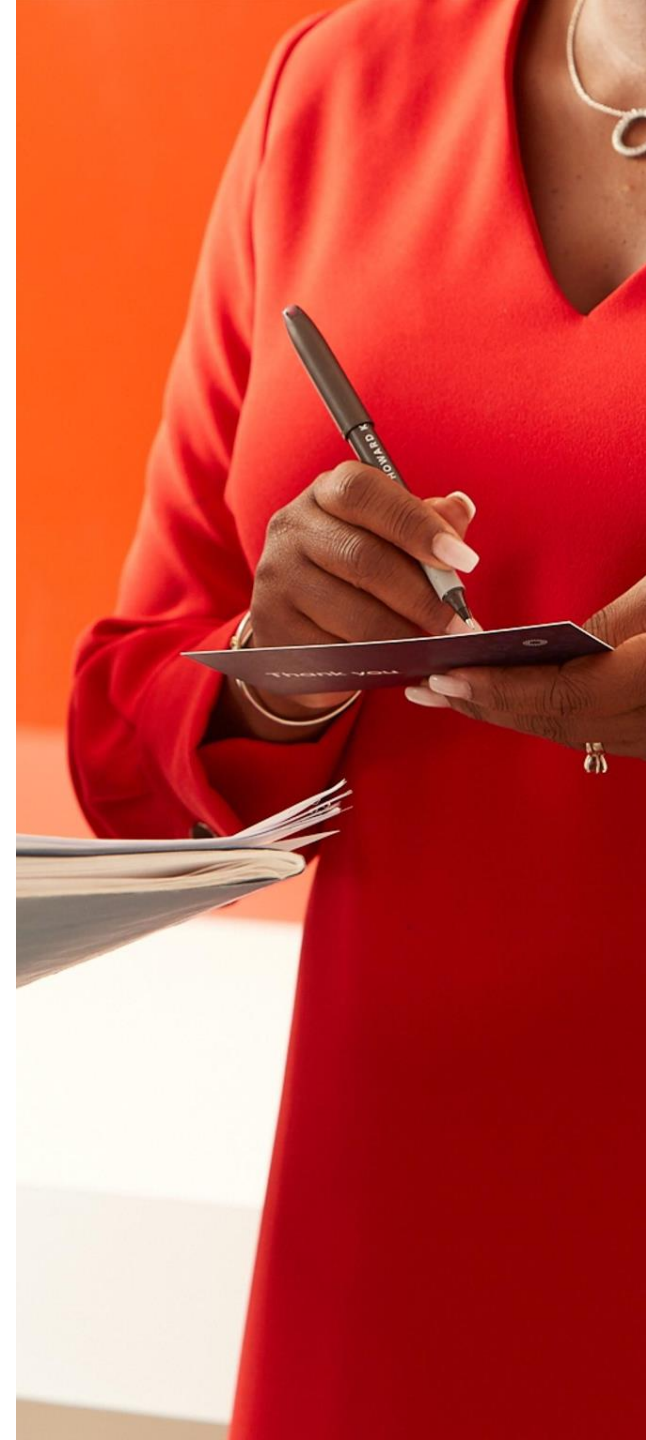


The Role

Learning and Development Manager

At Howard Kennedy, we believe that investing in our employees is key to achieving excellence. That's why we are seeking an experienced Learning and Development Manager to lead our learning and development initiatives. The successful candidate will be responsible for creating and delivering impactful learning programs that will enhance the skills and knowledge of our people, fee earners, partners, and Business Services, resulting in improved performance and overall success for our firm.

The Learning and Development Manager will report into the Head of HR and work closely with the HR team, partners, employees, and external vendors to create and implement learning strategies. We are committed to being an innovative firm and continuously improving, therefore the Learning and Development Manager will play a critical role in the firm's success





Main Responsibilities

- Develop and implement a comprehensive learning and development strategy that aligns with our business goals and objectives.
- Partner with leaders across the firm to identify skill gaps and design training programs to address skill deficiencies.
- Collaborate with colleagues in the HR team to identify skills gaps and shape development programmes to align with the firm's talent programme.
- Update career frameworks to include the Responsible Business pillar and to ensure alignment to strategy.
- Work closely with the Early Careers Senior Adviser to build an SQE development programme, to support assessment days and other needs of the early career's strategy.
- Line manages the Learning and Inclusion Coordinator.
- Support the Diversity and Inclusion strategy with relevant development interventions.
- Create and deliver engaging training programs that cater to different learning styles and levels of experience, including train-the-trainer sessions for internal stakeholders.
- Identify, review and manage external vendors, including but not limited to eLearning providers, training consultants and coaches.
- Measure and report on the success of learning and development initiatives to senior management, identify areas of improvement, implementing changes when needed.
- Work closely with the early Careers Senior Adviser to deliver Apprenticeships.
- Stay up to date on industry trends and best practices in learning and development.



About you

- In-depth experience in learning and development, preferably in the legal services industry.
- Proven experience designing and delivering training programs that increase employee skills and knowledge, ultimately driving business results.
- Experience of developing D&I programmes.
- Strong facilitation and presentation skills, with experience delivering training to a variety of audiences.
- Demonstrated project management skills, with a track record of effectively managing multiple projects at once.
- Excellent interpersonal skills, with the ability to build strong relationships and collaborate with individuals at all levels.
- Knowledge of current learning and development trends, tools, and technologies.
- Passion for learning and development and a commitment to continuous improvement.
- Experience of line management.



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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