

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.



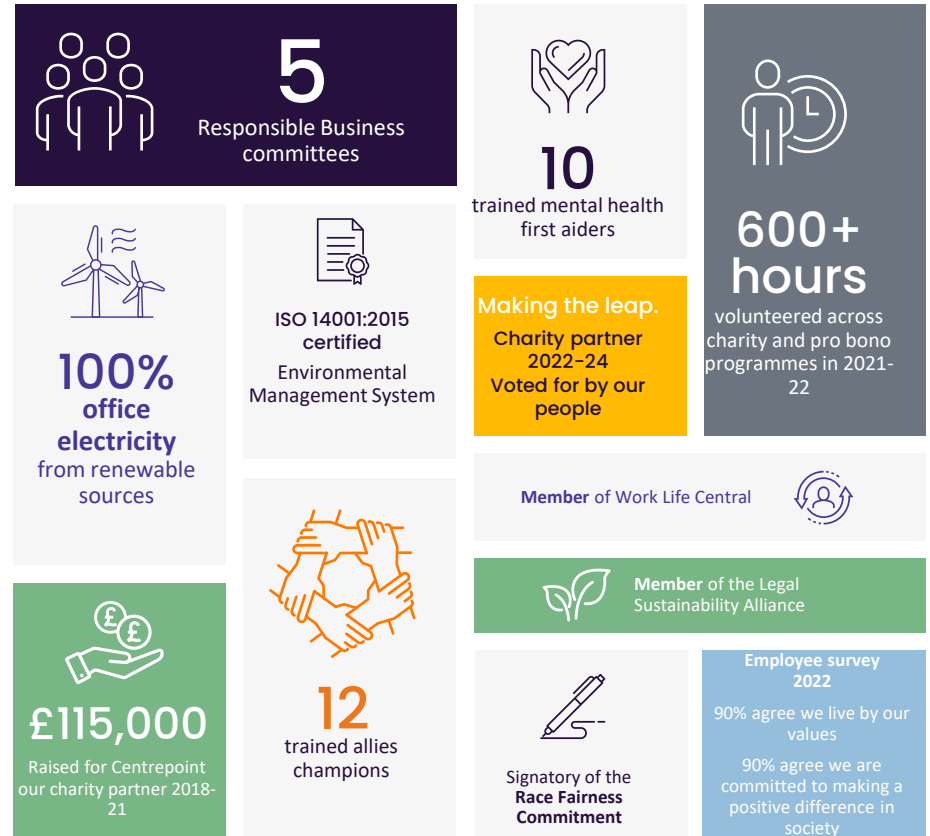
Responsible Business

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

Senior Associate, Corporate – M&A

This is an excellent opportunity for an experienced Corporate Solicitor to join our M&A team as a Senior Associate.

The M&A team is a multi-disciplinary team of lawyers, who provide legal advice on corporate transactions and for clients across a range of sectors. Our work includes:

- Mergers & Acquisitions
- Private Equity
- Investment and Joint Ventures
- Corporate Real Estate
- Corporate Governance

You will work closely with lawyers in the Team and throughout the Firm on transactional and advisory work, including mergers and acquisitions, joint ventures, shareholder arrangements and investments, reconstructions and re organisations and general corporate and company law advice.

This role will suit candidates wanting to work as part of collegiate and supportive team whilst gaining exposure to varied and interesting work.





Main Responsibilities

You will lead or take the senior supporting role wide range of work including;

- Share acquisitions and disposals
- Business acquisitions and disposals
- Joint ventures/ Shareholder arrangements (including contractual profit share and AMAs and DMAs)
- Investments
- Reconstructions and re-organisations
- LLP and partnership agreements and;
- General Corporate and Company law advice (including directors' duties and corporate governance).

You may also get involved in some AIM work including IPOs and fund raising.

You will be likely be working with entrepreneurial and growth businesses; restaurants and retail clients; acquisitive businesses and private equity; high net worth families; and overseas investors. You are also likely to get involved in advising international clients and clients referred by our international networks on their international deals; acquisitions of UK assets and inward investment.

You will take a lead role in taking client instructions and work closely with Trainees and Paralegals on various projects, liaising with and coordinating advice from other departments on projects and transactions, especially IP/ commercial, real estate, employment, tax, private client, and banking. This will extend to working with the team on the drafting and negotiation of core transactional documents, including business and share sale agreements, disclosure letters and due diligence reports, joint ventures and shareholders' agreements, and all ancillary documentation.

The M&A team also takes an advisory role (non-transactional) to other departments within the Firm including private client, dispute resolution and family. This work is often very varied and provides an opportunity to learn and gain experience in more unusual areas of company law.

Senior Associates within the M&A team are given a high level of responsibility and you are likely to be liaising with senior stakeholders and have extensive client interaction and exposure to senior management, including at the CEO and CFO level.

The M&A team has a very open and collegiate team structure and you will be expected to be involved in business development initiatives and also to assist in training and development (with guidance from our corporate PSL).



About you

Ideally you will demonstrate;

- Significant post qualification experience in Private M&A and general Corporate work in the UK, with some experience of Corporate Real Estate transactions (involving valuable UK Real Estate).
- Significant experience running and taking the lead in transactions.
- Significant experience of advising on matters of English Company Law (advisory and transactional).
- Experience in assessing risk matters arising on transactions and client matters (including AML and Conflicts).
- Experience in assessing 'flag' issues for a client on transactions – i.e where expertise advice should be sought on matters such as NSIA, Tax, Employment, IP etc.
- A high level of motivation and willing to assist at all levels of a transaction.
- Provide considered feedback to junior colleagues.
- Willingness to share ideas with colleagues and gather input and perspective on challenging issues.
- Excellent organisation skills, with the ability to work across numerous matters.
- Excellent interpersonal and communication skills and the ability to work well within a team.
- Comfort in taking ownership and responsibility, as well as demonstrating proactivity in supporting the team and clients.
- Confidence in establishing and maintaining effective working relationships with colleagues and clients at all levels.
- Excellent attention to detail with the ability to perform in a deadline-orientated role and;
- A passion for, and positive attitude towards your work and professional development.



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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