

Legal Careers News & Salary Reviews

October 2010

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Legal Job Market Reports, Salary Reviews and Advice for Lawyers and Support Staff looking for work.

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Legal Job Market Report - 5th October 2010 - [Register Vacancies Instantly](#)

It has been a busy September this year. The market has picked up, we are seeing residential conveyancing and wills & probate posts coming back on stream, and family/crime are both still strong. A cursory glance in the Law Society Gazette job classifieds last week showed a large and increasing number of commercial property positions are being advertised by law firms across England and Wales, and this is a real change from the situation 18 months ago.

A major change has occurred on the candidate side. We are used to seeing considerable numbers of applicants for certain posts - eg crime, family and property jobs - we are noticing candidates are back in employment again and no longer available, or alternatively being offered more than one position. We recently had a post in for a medium sized central London firm looking for a duty solicitor and received no applications, which is completely different to last year when we got 6 applications within 24 hours.

We suspect that we have reached the end of the bottom of the market, and if firms want to recruit good quality candidates they need to invest in them. No longer is it possible to pick up someone and expect them to be grateful for a salary regardless of how meagre this is!

It must be fairly good news at the moment - even the Gazette managed an article on how positive everything was (although they did follow it up the following week with a report that a large London city firm or two were expected to go bust in the next few years...).

In September we had 13 interviews and 25 vacancies registered. Locum assignments are getting more widespread again and an increasing number of locums are now booked up for long periods

of time. Our permanent vacancies are coming in for Solicitors, Legal Executives, Licensed Conveyancers, Legal Cashiers and Financial Controllers.

The vast majority of our vacancies remain in the South East and London. As we predicted back in 2008 when the recession hit the industry it is these areas that will improve first, followed by the rest of the country. Vacancies this month: Conveyancing, Commercial Property, Wills & Probate, Crime, Employment, Personal Injury and Family Law. Most of these have been at a mixed level - both junior and senior solicitor/legal executive roles. We also have some firms looking to increase their firms at a more senior end, although following is expected for these roles.

We have struggled to find PI solicitors in Liverpool, Private Client, Commercial & Residential Property Solicitors in North Yorkshire, NQ Family Solicitors for Tunbridge Wells, and Crime solicitors just about everywhere. Crime solicitors, particularly duty solicitors and other LSC funded lawyers, appear to be deserting in their droves, which is not surprising looking at the recent behaviour of the LSC in awarding contracts to firms who do not even have staff on their books and removing contracts from firms who have been doing the work for years...

Links:

[Read our Salary Reviews for Lawyers and Legal Support Staff](#)

[Register Vacancies Instantly Online](#) - no commitment or obligation (lawyers and legal support staff).

Ridiculous Interview Questions/Answers ([Interview Answers/Guide for Lawyers available at The Ten-Percent Careers Shop](#))

We have run columns on this over the years to determine the most ridiculous interview questions and answers. Have you got any to add to the following list?

1. Why do you want to be a solicitor (also Why did you want to be a solicitor?)

What a ridiculous question. If you are recruiting for a training contract, sit back and prepared to be bored rigid by some nonsense about the law being a passion, the interviewee excited by the interesting developments and some reference to a childhood yearning to be in a courtroom. If you recruit someone more senior and ask them this question I would hope that from time to time you would get a response such as: "Good question. Why on earth did I want to be a solicitor, earn peanuts and sit here listening to idiots like you asking me stupid questions? I'm off to do something more constructive with my life...."

2. If you could take one person with you to a desert island, who would it be and why?

Again a ridiculous question. At one stage the answer used to be either Margaret Thatcher or Ronald Reagan, but these days the stock answer appears to be Nelson Mandela, Kofi Annan or Mother Theresa. What do the interviewers get out of asking this question, apart from a deep sense of excitement as the candidate squirms in their seat worrying about whether to say Belinda Carlisle, Englebert Humperdinck or Captain Sensible....

3. If you were a tree what sort would you be and why?

Try asking this question in your next interview. Go on, try it.... Fascinating responses are guaranteed. A ridiculous question, but sometimes produces interesting answers mainly through ignorance both from the interviewer and the interviewee as to what constitutes a tree...

4. What is the most insulting question I could ask you?

This is a genuine question, and I struggle to think of what an employer would do if you really did respond with an extremely rude response...

Any more? Email your questions or answers to cv@ten-percent.co.uk - we usually award a prize

to the best/worst question/answer every few months. [Interview Answers/Guide for Lawyers available at The Ten-Percent Careers Shop](#)

Salary Review Update - October 2010

The Ten-Percent Legal Salary Survey is now available and updated online - Click the link below to view the surveys, which are broken down into geographical areas:

<http://www.ten-percent.co.uk/salary-reviews-for-lawyers-ten-percent-legal-recruitment.html>

Deadline for CDS 12 Submissions

We spoke to the Legal Services Commission last week to confirm the following:

1. The next deadline for CDS12 Duty Solicitor submission is 8th November at 5pm. The LSC want CDS12s emailing through to them at dutysolqueries@legalservices.gsi.gov.uk
2. The LSC are apparently considering breaking the contract halfway, but in the meantime no firms are allowed to make applications for new geographic areas.

We are not entirely sure how true this will be, as the LSC seem very good at changing the goalposts every few minutes, but in terms of recruitment plans we thought this may assist. As far as we can see that no firms will gain new slots outside their own geographic areas by setting up offices or taking on staff in other locations. The benefit in recruiting duty solicitors at present appears to be that the slots on each rota are awarded according to the number of duty solicitors a firm has at the time the rota is drawn up.

Solicitors from Hell - a genuine customer service, a scam or absolute b**ll**ks?

<http://www.solicitorsfromhell.com/> is a new consumer website that has attracted the attention of the Law Society Gazette and numerous solicitors firms who have had the pleasure of an entry on it. There appear to be over 500 law firms listed on it, and as far as I could see most of the complaints were not really complaints but fairly damaging comments...

I recently came across it when looking for a firm of solicitor's contact details and discovered the second entry in Google for the law firm was this site. The review of the firm read as follows:

Solicitor : John Smith (name changed for obvious reasons!)

"Unfortunately we have only just heard about this site, had we had a chance to do a check on him prior it would have saved a great deal of upset and stress. My female cousin went to see this 'solicitor' with housing problems. At the initial consultation he was extremely friendly - actually overly so when his secretary went out of the room. He asked many personal questions that were not actually relevant to the case in question and gave out information about what he had allegedly done to help other clients. He kept going on about her being a young vulnerable woman and stated that he was going to take several actions on her behalf as she was being harassed by the landlord.

However as my cousin felt uncomfortable seeing him alone she asked me to come to the next meeting. When he saw that she was accompanied by a male family member, he was abrupt and tried to give the impression that he had not really wanted to take her on as a client in the first instance. He stated that she did not need the help of a solicitor - however this had not stopped him from applying for and receiving the legal aid to progress her case. He wrote a long letter of summery (sic) allegedly to explain 'why' she did not need his help - which was actually more like

a personal tirade against his own client and told her to make a complaint if she felt she had the strength! It was then difficult to find another solicitor to transfer the LSF to; luckily the solicitor my cousin then found was extremely professional, helpful and progressed a speedy resolution on her behalf. Only use this firm if you want to be disappointed and put under stress. Not to be trusted!! "

I am not quite sure what the complainant's complaint is having read it through a few times - is it that the solicitor was not only from hell but also a bit of a creep? Was the complainant alleging that the solicitor was attempting to defraud the LSC? Does this feedback assist anyone in deciding whether to hire this firm of solicitors or not? Regardless of the validity of the complaint, the solicitor in question has had his name tarnished, with no right of redress on the site as far as I could see.

The service obviously provides a genuine service when you get comments about a firm like SMK Solicitors in Birmingham, who are now shut down due to a range of problems and have been intervened. A site with feedback detailing the potential fraud that a client experienced would have been helpful for anyone else to know to avoid it.

Read the feedback on a law firm in the South West:

"I worked at X (thankfully not for long). A good example of the way the firm operates is when I was told to create as much conflict as possible in child contact cases in order to maximise costs. This firm definitely needs some intervention from the Law Society. The Senior Partners are a joke and would not survive in a modern law firm. It is true, they are fascist bullies. Oh, and where I work now, I am allowed to make myself a cup of coffee! "

This sort of entry is nothing more than tittle tattle - it isn't genuine customer feedback, but from a person who could be said to be somewhat biased against the firm and trying to get one over on them. Why has the website moderator not removed it? The firm in question obviously now have anyone thinking of instructing them and reading this that the staff do not like working there, the firm is 'bent' and the partners not very nice. It could damage that firm's reputation forever. We actually introduced one of the partners mentioned to the firm many years ago!

I understand that unless a law firm pays an "administration fee" of £200 then the entry remains on the site for eternity. This means that anyone searching for the law firm will inevitably come across comments like this one, probably on page 1 of Google.

Think of the "black hat" marketing potential of this site. Any law firm in Swindon for example could post anonymous comments onto the site for their competitors and sit back and watch their own instructions increase. Obviously this comment is intended as irony....(before we get sued!).

In summary we think that the site is pure and utter rubbish. There has been no effort to identify the writers and this makes the site positively evil as it could unfairly irreparably damage someone's reputation who does not deserve it. sitefromhell.com would perhaps be a better description for it.... I hope the owner of the site sees some sense or gets tired of receiving writs in the post and takes it down or identifies each complainant - perhaps the first solicitor suicide attributed to the site may make him think twice... Without any control this site is simply destroying law firm reputations.

Jonathan Fagan - Ten-Percent Legal Recruitment - <http://www.ten-percent.co.uk/>

Working Overseas - how to do it

We recently had a career coaching session with a solicitor looking to move overseas and we thought it might assist others to see a summary of our advice:

1. It is almost impossible to apply for work in some countries if you are not locally based. A quick example would be Gibraltar. If you are planning to work there you really need to be somewhere in the vicinity. The client we saw this week had been invited to an interview with a firm on the Rock, provided he was able to get there the following day. If you have a local address, use it when applying. Worry about the logistics of attending interviews later.
2. Make sure you know the law for the country. It is no good applying to a firm in Sydney and expecting them to be understanding when you say that you are not sure of the jurisdictional differences between the two countries. Buy a book, read it.
3. Be aware of local variances in recruitment - for example in Bermuda the local firms cannot recruit overseas lawyers unless they have advertised extensively on a local basis first, and not been successful.
4. Some overseas jurisdictions are saturated with lawyers, and you may simply have to cross qualify and set up yourself if possible and practice on your own to start with. Alternatively think about why you are making the move and whether there is something else you could do - run a bar?

For details of our Career Coaching service, please visit www.ten-percent.co.uk/career.htm

Improve your CV

We regularly write tips on doing this, and again this month have had a load of pretty awful CVs in to work with. If you have 30 seconds, try the following:

Underneath your personal details at the top of the first page, include a profile.

Think of the following:

1. Your connections geographically to the place you are applying.
2. Your job title and confirmation of your qualifications - eg a solicitor.
3. Your level of experience if this assists.
4. What you have to offer - eg panel membership, accreditations, personal connections to potential clients, networks, following, sheer hard work (and evidence of it), excellent billing record (and evidence of it).
5. Your availability.

Try to avoid the waffly nonsense of "excellent communication skills, outstanding advocacy ability, good time keeping, ability to work well as part of a team" etc.. etc.. yawn. Recruiters and law firms cannot read this - they do not have time....

Ten-Percent Legal Careers Shop

We have launched our [new careers shop](#) for lawyers, law students and entrants to the legal profession online. We provide legal CV writing, a range of Careers Books including interview techniques and CV writing, career coaching and other services. For further information [please click here](#).

[Register Vacancies with Ten-Percent](#) - no charge.

Please email us details of any vacancies to cv@ten-percent.co.uk or register the vacancy online by clicking this link - <http://www.ten-percent.co.uk/registerer.htm>

About Ten-Percent Legal Recruitment

Formed in April 2000, Ten-Percent is an innovative recruitment service run online for law firms

and employers across the UK and offshore. Over 1,300 law firms and companies have used our services, and we have over 7,500 solicitors & legal executives registered for opportunities, as well as other fee earners and support staff. We donate 10% of our annual profits to charity. <http://www.ten-percent.co.uk/>

Legal Recruitment News

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Vacancies Registered 1st Sept - 6th Oct:

Reference	Job Title	Location	Description
14120	Personal Injury Legal Executive	Guildford	File or experienced paralegal sought by firm based between Guildford and Woking. Candidates should have a good working knowledge of all aspects of RTA claims, personal injury, hire and vehicle damage and have had responsibility for files up to a certain value. Litigation
14119	Costs Draftsman	Walsall	Family Legal Aid experienced Costs Draftsman wanted for expanding firm based in Lichfield, Staffordshire.
14118	Wills & Probate Solicitor	Stevenage	Wills & Probate, Tax & Trusts solicitor sought by Hertford firm, looking for a solicitor to help run and develop the Trust, Wills & Probate department. Must have 3+ year PQE, the post will mainly be Trust and wills, with some Probate work.
14117	Conveyancing Lawyer	Romford	Locum conveyancing role based in house with a company in Rainham, Essex. Looking for someone to work in the office part time, but still 5 days a week, temporary but with potential of becoming permanent. The company want someone who lives in an RM post code.
14116	Duty Solicitor	Nottingham	National Firm have vacancies for enthusiastic Duty Solicitors in various locations across the Midlands. Salary levels dependent on experience. Roles available in Derby, Nottingham, Mansfield and Chesterfield.
14115	Family solicitor	Hemel Hempstead	Medium sized firm in the High Wycombe area are looking for a family solicitor with 3-5 years PQE. They must have experience of Public Funding and also Ancillary Relief. Salary dependent on experience

14114	Crime Solicitor with Advocacy experience	East London	East London Firm have a vacancy for a Solicitor or Barrister who has plenty experience. Specialist Crime Firm which is expanding.
14112	Duty Solicitor	East London	Duty Solicitors sought by an East London Firm on either part-time, full-time basis. Walthamstow location. Specialist, expanding Crime Firm of medium dependent on experience.
14111	Duty Solicitor with Higher Rights	East London	East London specialist Firm with an excellent reputation in the area wish to Solicitor with Higher Rights. Salary levels generous. Medium sized Firm.
14107	Insurance Solicitor	East-Central London	London Legal 500 wish to recruit an Insurance Solicitor with 3 years PQE plus have excellent academics and a very good level of city firm experience to deal with involve advising on coverage and defending underlying claims. Experience with disputes essential. Full Spec available on request.
14106	Commercial property lawyer	Peterborough	<p>North Norfolk firm are looking for a commercial property lawyer. Experience with formation (not litigation) buying, selling and leases for commercial property areas of knowledge required.</p> <p>The post is full time and the salary will be dependent upon experience.</p>
14105	Duty solicitor	South East London	Medium sized South East London firm are looking for a duty solicitor to start at levels considered and will consider freelance.
14104	Crime Solicitor	East London	London firm looking for a crime solicitor to work at their E17 office. Duty solicitor absolutely ideal, however, the firm are very happy to consider solicitors with no accreditation.
14102	Private Client and Property Solicitor	York	Small well regarded market town practice with offices in North Yorkshire looking for a plus qualified solicitor with expertise (and ideally supervisory experience) in probate (wills, probate and trusts) and Property as well as excellent interpersonal and communication skills. An early partnership opportunity is available for the right candidate.
14101	Insolvency Solicitor	Manchester	Manchester Firm and Legal 500 have a vacancy for an Insolvency Solicitor who will have 5 years PQE plus. Excellent salary and benefits package on offer.

14099	Child Care Solicitor Locum	South East London	Locum child care solicitor sought to cover maternity leave in SE London firm
14098	Agricultural Property Solicitor	Norwich	Norwich Firm with very high quality work on offer wish to recruit an Agricultural Solicitor with 3 years PQE. Salary levels dependent on experience. You must have a minimum level of experience. Legal 500 Firm.
14097	Criminal solicitor	Maidstone	North Kent firm are looking for criminal solicitors, any level of PQE considered
14096	Duty Solicitors	Northampton	Northamptonshire Firm wish to recruit Duty Solicitors to join them on or before 1st October 2010. The ideal applicants will have excellent customer service skills, be a proactive and defence minded advocate and hard working. Salary levels up to £35k with good benefits and flexible hours arrangements. Candidates with Higher rights and experience of prison work would also be welcome although this is not essential. Full time and part time roles available.
14095	Duty Solicitor	St Albans	Small firm based in Welwyn Garden City are looking for a freelance duty solicitor. Successful applicant would be expected to be able to handle all police station and magistrate court criminal matters and run a crown court file. PQE not an issue as long as they are capable of handling their own work. Salary solely commission based on successful working hours with option of working from home.
14094	Wills & Probate Lawyer	Abertawe	Wills & Probate Lawyer sought by Swansea firm - must be based locally or have strong local connections and contacts. Expanding firm of medium-large size.
14090	Conveyancing FILEX or Licensed Conveyancer	Tunbridge Wells	Firm based in Kent and Sussex looking for either a FILEX or licensed conveyancer to do work under the supervision of one of the partners. May also consider a solicitor. Would need to work from both offices, but mainly from East Sussex. 18 staff currently on post.
14089	Duty Solicitor	Twickenham	Hounslow firm looking for Duty solicitors to work on a split fee arrangement

14087	Employment Solicitor	Southampton	Southampton Firm have a current vacancy for an Employment Solicitor. They consider all levels of experience from NQ up to 4 years PQE although you must have a solid level of Employment Law experience to be considered. Specialist Firm with an excellent reputation in the area.
14085	Civil Solicitor	Tunbridge Wells	Well respected Kent firm are looking for a civil solicitor to work at their Tonbridge office. Varied caseload includes housing (tenant), debt, general civil lit and actions against the Police. Much of the work is LSC funded so the firm are looking for a candidate who would be happy to attain LSC supervisor status in the medium term.
14084	Employment solicitors	West London	West London firm are looking for employment solicitors, who wish to work as independent contractors. Place of work is flexible with the option to work from home. Salary is commission based and they are happy to consider anyone from NQ upwards. Successful candidates have to be confident of being able to bill and bring in new clients or up a client base or have a following.
14083	Commercial litigation Solicitors	West London	West London firm are looking for commercial litigation solicitors, who wish to work as independent contractors. Place of work is flexible with the option to work from home. Salary is commission based. The successful candidates have to be confident of being able to bill and bring in fees and build up a client base or have a following.
14082	Company commercial solicitors	West London	West London firm are looking for company commercial solicitors, who wish to work as independent contractors. Candidate would need experience of mergers and acquisitions, IP and contracts. Place of work is flexible with the option to work from home. Salary is commission based and they are happy to consider anyone from NQ upwards. Successful candidates have to be confident of being able to bill and bring in new clients or up a client base or have a following.

14079	LSC Debt Supervisor	West London	<p>Not for profit organisation looking for an LSC supervisor in welfare benefits, (or a combination of these). You do not need to be qualified as a solicitor. V and regarded practice.</p> <p>description: We are a well know social welfare not for profit firm with over 3 staff. Despite the pressures that come with Legal Aid, we have been operat for over 15 years and offer lots of opportunities for advancement not comm Legal Aid work. A great ethos amd working environment.</p>
14078	Housing Supervisor	West London	<p>Not for profit organisation looking for an LSC supervisor in welfare benefits, (or a combination of these). You do not need to be qualified as a solicitor. V and regarded practice.</p> <p>description: We are a well know social welfare not for profit firm with over 3 staff. Despite the pressures that come with Legal Aid, we have been operat for over 15 years and offer lots of opportunities for advancement not comm Legal Aid work. A great ethos amd working environment.</p>
14076	Welfare Benefits Supervisor	West London	<p>Not for profit organisation looking for an LSC supervisor in welfare benefits, (or a combination of these). You do not need to be qualified as a solicitor. V and regarded practice.</p> <p>description: We are a well know social welfare not for profit firm with over 3 staff. Despite the pressures that come with Legal Aid, we have been operat for over 15 years and offer lots of opportunities for advancement not comm Legal Aid work. A great ethos amd working environment.</p>

14075	Civil litigation lawyers	Maidstone	Kent firm with offices in West Kent and London are looking for experienced lawyers. Salary would be 100% commission based with the option to work from home. Successful applicant should be ambitious and confident of being able to bill 60k pa. This sort of post would suit someone with a number of years experience, ideally (but not necessarily) with a following, who has thought about setting up on their own but sees the advantage of being an employee of an exciting innovative company.
14074	Family Solicitor	North London	North London firm are urgently looking for a Childrens Panel Member to head up the department, salary 30-45k dependent on experience, review of salary in 6 months.
14072	Junior costs Draftsperson	Manchester	Leading Manchester solicitors dealing solely in costs, are looking for a junior draftsperson, 1 years experience would be ideal, must be able to draft a schedule and negotiate settlement. Salary very competitive.
14071	Senior Costs Draftsman	Leeds	Leading solicitor firm based in Leeds, dealing solely with legal costs are looking for a costs draftsman with a minimum of 3-4 years experience.
14070	Team Leader, Civil litigation/costs Lawyer	Manchester	Specialist costs firm in Manchester are looking for a Team Leader. The ideal candidate will have a strong technical costs base, to include attending detailed assessments, handling the most complex cases and the ability to effectively manage the day to day running of the team. As well as being responsible for the "quality control" on a day to day basis, the candidate will have ample opportunity to help shape the growth and continuation of the firm. Salary dependent on experience
14069	Immigration solicitor	West London	West London firm are wanting a level 2 immigration supervisor for immediate start. Salary 26K.
14066	Duty Solicitor	Enfield	Enfield firm looking for a duty solicitor, with 3 years PQE and able to supervise junior staff.
14065	Wills and Probate Solicitor	Maidstone	Experienced wills and probate solicitor wanted for a firm in the West Kent area. Salary would be commission based with the option to work from home. The successful candidate should be ambitious and confident of being able to bill 60K-100k pa.

14064	Duty Solicitor	Wigan	Wigan firm of excellent reputation are looking for a duty solicitor to work at their Wigan office. Post is full-time and permanent and salary is negotiable depending on experience.
14062	Duty Solicitor	Maidstone	North Kent firm are looking for a duty solicitor, will consider all levels of PQE.
14061	Mental Health Solicitor	North London	North London firm are looking for a mental health lawyer with Mental Health Act membership. Salary 35-40k or happy to consider commission basis if preferred. Must be a candidate.
14060	Family Solicitor- Panel member	Maidstone	Sittingbourne based firm looking for a family solicitor. Must be a panel member.
14059	Family Solicitor	South West London	South London law firm are looking for a family solicitor. Must be a panel member.
14058	Children Panel Solicitor	Slough	Children Panel member sought by Berkshire firm based near the M25, M3 and M4, a London Waterloo train station within a few minutes. Happy to consider commission based part time candidates. Well established firm.
14057	Crime Solicitor	Exeter	Exeter firm have a vacancy for a duty solicitor to join them asap. Looking for someone coming up to duty solicitor status or alternatively already there. They do a lot of prison law and would be interested in someone joining them to deal with this.
14056	Property Solicitor	Exeter	Well respected firm with offices across the South West are looking for a property solicitor to work at their Chard office. Caseload is commercial property and residential. Good career prospects for the right candidate.
14052	Personal Injury Solicitor	Guildford	Solicitor sought by firm based between Guildford and Petersfield - looking for an experienced RTA litigator capable of handling all aspects of personal injury and vehicle damage claims. The successful candidate will be expected to work under day supervision and to have in depth and current knowledge of RTA work and up to date procedures and precedents. Key position in a rapidly growing firm. The successful candidate will have a unique opportunity to achieve rapid development into a senior management role. The firm is linked to a well established motor claim business with guaranteed levels of work.

14048	Wills and Probate Lawyer	Peterborough	A firm based in East Anglia (North Norfolk) are looking for a wills & probate solicitor to join their busy team. The practice is medium sized, Legal 500, with a range of offices. As the firm is well established, this is an opportunity to join an existing team as it expands. They are currently wanting to look at all options, and will consider legal executives and solicitors at all experience levels. They are in a position of being able to be quite flexible around the start date. Salary levels are dependent on experience.
14047	Duty Solicitor	Leicester	Leicestershire firm are looking for a duty solicitor will consider all PQE levels. Must have had recent activity in court and police stations, will consider full time and part time.
14045	Marketing Manager	Leeds	Well established Leeds Firm have a current vacancy for a full time Marketing Manager. Legal marketing experience (particularly PI work) would be an advantage but not essential as long as you have a strong track record in marketing. Salary level dependent on experience.
14044	Wills & Probate Consultant	Twickenham	Hounslow firm looking for a wills & probate solicitor to work on a consultancy basis on a split fee arrangement.
14043	Employment Law Consultant	Twickenham	Hounslow firm looking for an employment law solicitor to work on a consultancy basis on a split fee arrangement.
14042	Personal Injury Consultant	Twickenham	Hounslow firm looking for senior personal injury lawyer to work in a consultancy basis on a split fee arrangement.
14038	Family Solicitor with Panel Membership - part time	Newport	Newport Firm have a vacancy for a Family Solicitor who has panel membership. Salary dependent on experience. This is a part-time role but the Firm are flexible around the start date. Must be worked.
14026	Duty Solicitor	South West London	Expanding Firm with an office in SW London seeking a Duty Solicitor to work on a split fee arrangement in offices in central London. Will consider freelance and permanent arrangements. Must be flexible and hard working - there is plenty of scope for progression in this role.

To request details or a CV of any of the above candidates, please email cv@ten-percent.co.uk.

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For more information please contact:

Jonathan Fagan

Legal Recruitment News and MD of Ten-Percent Legal Recruitment

Email: jbfagan@ten-percent.co.uk

Website: <http://www.ten-percent.co.uk/> : <http://www.legal-recruitment.co.uk/>

Tel: 0207 127 4343