

Our People,
Your Team.

Lanyon Bowdler
SOLICITORS

Staff Benefits - Lawyers.

At Lanyon Bowdler we work together using our legal skills to make a difference to people in our communities, helping them meet challenges and achieve fairness, justice, and peace of mind.

From time to time we have opportunities for individuals to join the team, and be part of our successful journey.

“ The Corporate Team are friendly, approachable and are always working together to ensure that clients receive the best service. As well as being a great firm to work for, it is a really exciting time to be part of the Corporate Team as we are in the process of expanding and taking on some really exciting new matters. ”

Abi Croft

Corporate & Commercial Team

To find out more email: recruitment@lblaw.co.uk
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Our Values.

OUR VALUES	FOR STAFF	WHAT CLIENTS SEE
Caring	✓ We are passionate about our clients' success; we are tenacious in protecting our clients' interests. ✓ We look after our colleagues. ✓ Our people care about the work they do, the clients they work with and the outcomes they deliver. ✓ We have a strong social ethic that sits at the heart of all that we do. ✓ We care and are protective of our brand; we are willing to take ownership of issues.	✓ We care about the quality of our work; and care deeply about the outcome. ✓ We care about the environment and take steps to protect the natural world. ✓ We treat people fairly and with respect, remaining calm and courteous even in challenging circumstances. ✓ We are eager to help others, pay attention to detail, and are consistent.
Approachable	✓ We develop long lasting and trusted relationships. ✓ We build good relationships with our colleagues, and create strong teams in which confidence can grow and ideas can flow. ✓ We grow by breaking down barriers and creating an environment of trust.	✓ We are friendly and easy to talk to. ✓ We have integrity and are fair and appropriate in our dealings with each other and third parties. ✓ We will communicate appropriately and return calls in a timely manner.
Professional	✓ We strive for excellence in all that we do, and strive to go the extra mile. ✓ We have a strong work ethic and take pride in our work. ✓ We take responsibility for our actions, and learn from our mistakes. ✓ We are self-motivated and encourage each other to be the best. ✓ We understand the importance of appearance and will dress appropriately.	✓ As professional advisors, we understand that working with our clients is better than just working for them. ✓ We will take the time to understand their individual needs. ✓ We will deliver work outcomes to agreed quality standards and timescales. ✓ We present ourselves as knowledgeable, calm and courteous.
Expert	✓ We improve our performance continually and stress the importance of quality and productivity. ✓ We deliver great client service and strive to deliver the highest quality advice and support to our clients. ✓ We are committed to learning, developing and improving. We want to be the best we can be.	✓ We know the law, we have great experience and results. ✓ We pride ourselves on the deep sector and service knowledge we have as a firm. ✓ We provide our clients with access to highly experienced and specialist legal practitioners. ✓ Clients experience our commitment to excellence in everything we do; the right advice, building enduring relationships and a proactive and highly responsive service.
Supportive	✓ We listen, empathise and act accordingly. ✓ We strive to create a happy and supportive working environment. ✓ We work as a team, supporting each other and sharing knowledge and information. ✓ We like and respect the people we work with (co-workers, managers, clients) and genuinely enjoy helping one another succeed.	✓ We develop a real understanding of our clients' needs, concerns and priorities. ✓ We have integrity and are fair and appropriate in our dealings with each other and third parties. ✓ We are proud to be problem solvers.

Our Culture

Lanyon Bowdler is constantly looking to recruit the best people who are motivated, personable and committed to becoming part of our continued success.

Our staff are proud to work at Lanyon Bowdler; below is a selection of comments following an internal questionnaire which included the question 'what makes you proud to work at Lanyon Bowdler'?

"Because I want to be a part of a company that upholds its belief that their staff are invaluable and can offer a quality service to their clients."

"The strong team and the desire to work collaboratively for the benefit of our clients."

"Getting successful outcomes for clients knowing it will make a difference to their lives."

"Lanyon Bowdler has a great reputation for being good at what we do, I am proud to be part of that."

"The feedback we get from clients and the relations between the staff."

"The dedication I see in the people I work with."

"The people. the ethos and the reputation of the firm."

“ I have been supported by Lanyon Bowdler throughout my career. Starting as a legal support assistant in 2016, undertaking my LPC part time, and then through my training contract. I am now recognised as a senior associate solicitor. It has been a supportive and friendly place to work. ”

Staci Robinson
Family Team

What Do We Offer?

With a dynamic and modern character, the firm is focused on success and growth. This success and growth generates room for our staff to mature and grow within the firm and enjoy stimulating and rewarding careers.

Quality of Work	You will have the opportunity to handle high quality and challenging work.
Respect	You will be respected for who you are and the contributions you make.
Responsibility	You will have the opportunity to take responsibility for your work, and to be trusted to get on with things.
Culture & Community	You'll join a professional, friendly and sociable environment, with a sense of family community.
Growth & Development	We focus on releasing your potential, helping you flourish and grow, and we will have open discussions about your career progression.
Performance	You will receive honest, timely feedback on your performance.
Inclusion	We value the difference and expertise that everyone brings.
Leadership	We provide supportive management and a clear strategic direction to protect our reputation and grow our business.

Progression

On a regular basis your team leader/supervisor will monitor your workload and performance. You will have a 1-2-1 at least once a quarter (usually once a month), which will include discussions on performance and targets, objectives, development and welfare. There will be an annual review where your team leader/supervisor will look with you at performance over the last twelve months but, more importantly, look to the future, mapping out your goals and objectives for the following year.

Being good at your job will not be enough when it comes to applying for promotion. Our expectations at each stage of your career are set out clearly in our competency framework. This framework will form part of your development discussions.

Rewarding Excellence

Career development at Lanyon Bowdler is straightforward, we set clear expectations, invest in helping you meet them, and reward you when you do.

Our competency framework gives you a defined map of the skills and behaviours that drive progression, so you always know where you currently are, and what is expected for the next step.

As your expertise and impact grow, financial reward and promotion opportunities follow.

Our Lawyer Bonus Scheme

Achieve & Grow	Subject to the detailed terms of our bonus scheme you could start earning a 2.5% bonus immediately upon exceeding your target.
Scaling Rewards	Your bonus percentage can increase as your performance grows, scaling up to 4.5% of total fees earned for those performing 20% or more above target.
Above & Beyond	Additional bonus available for exceeding requirements in other competency areas.

Benefits

Annual leave – we offer an initial 25 days annual leave plus Bank Holidays, this rises, with length of service, to a maximum of 33 days (plus Bank Holidays).

Supporting Your Lifestyle

- ✓ Buy and sell holiday scheme.
- ✓ Dress for your day – we believe our culture drives our success, which is why we have implemented a relaxed dress code.
- ✓ Lanyon Bowdler is committed to supporting a work-life balance and all staff are provided with the opportunity for flexible working through our Flex+ policy.
- ✓ Our Flex+ policy means that you can work from home, typically attending our offices 60% of the time. Due to the needs of the business and clients, there are some roles where there is less flexibility, for example, our reception teams are required to work in the office. Our Flex+ policy allows flexibility as to when you start and finish your working day.
- ✓ Flexible working – we will support you with flexible working where possible. Whether you want to work part-time, from home, alternative or compressed hours, we'll consider every flexible working request.
- ✓ Flexible working by arrangement – our policy allows you to bank additional time and take time off for things that are important to you; this is subject to limits and conditions.

Our People, Your Team.

Supporting Your Financial Wellbeing

- ✓ Enhanced maternity and adoption pay – 13 weeks full pay and 13 weeks half pay subject to qualifying conditions.
- ✓ Enhanced paternity leave – up to two weeks full pay subject to qualifying conditions.
- ✓ Group Life Assurance.
- ✓ Referral incentive scheme for introducing clients and new members of staff.
- ✓ Long service awards.
- ✓ Free and discounted legal fees.
- ✓ Tech scheme – enables you to get the latest tech for less (subject to limits).
- ✓ Fee free mortgage and protection advice for all staff and their immediate family, thanks to Mortgage Advice Bureau.

Supporting Your Physical and Emotional Wellbeing

- ✓ Employee assistance programme, key elements of which include:
 - Cover for dependent children up to 22.
 - Counselling – up to six sessions every year.
 - Dental and optical cover.
 - Access to 24 hour GP advice.
 - Complimentary therapies cover.
 - Debt advice.
- ✓ Occupational health clinics and wellbeing days.
- ✓ Vicarious trauma training.
- ✓ Cycle to work scheme – subject to limits.
- ✓ Trained mental health first aiders in every office.

Supporting Your Professional Development

- ✓ Access to MBL seminars.
- ✓ Professional development opportunities.
- ✓ Professional fees and subscriptions.
- ✓ Academy Plus – online learning system.
- ✓ Regular networking and business development opportunities.
- ✓ Leadership development programme.
- ✓ Regular 1-2-1's and supervision, utilising our electronic performance and talent management software.
- ✓ Competency and career development frameworks for support and legal adviser roles.

Recognition and Celebrating Success

- ✓ Long service recognition.
- ✓ Annual staff party.
- ✓ Firmwide social events organised by our social committee made up of staff volunteers.
- ✓ Monthly staff lunches in every office.
- ✓ Bonus scheme.
- ✓ Monthly 'shout outs'.

Helping to Give Back

We have a charity committee that organises fundraising events for our two selected charities of choice.

Our environmental policies are committed to being as environmentally conscious as we can practicably be.